

# **IMPACT OF ITDA OFFICIALS AND EMPLOYEES IN SOCIO-ECONOMIC DEVELOPMENT OF TRIBALS, AT A.S.R. DISTRICT**

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## **ABSTRACT**

The Integrated Tribal Development Agency (ITDA)/Integrated Tribal Development Project (ITDP), Micro-Project etc. were created during 1970s and in 1980s as additional for delivering of Public Goods and Services to Scheduled Tribes. The main objectives of ITDA is to provide irrigation facilities, information, educational facilities to the rural communities and income generating facilities or economic development etc. of the local tribal people. The First Five Year Plan, initiated in (1951-1956) and was strengthened during the 12 Five Year Plan, (2012-2017), with need based planning as well as a robust mechanism for monitoring and evaluation of progress achieved by the Tribal's in Socio-economic and Cultural Development outcomes. The Three-Year Action Agenda (2017-2018 to 2019-2020) through a special focus to encourage the service conditions of ITDA Officials, and their carrier development with special benefits and thus encouraging the services of ITDA Officials/employees. The Three-Year Action Agenda sanctioning special incentives to support the ITDA Officials services in Implementation of the Schemes and programs within the stipulated time to the Tribal's.

The ITDA is continuously updated in implementing Socio-economic and Cultural Development Schemes and Projects according to the State and Central Budgets. The ITDA Officials/Employees stands as a basic structure to guide and plan how to implement the proposed schemes and projects for the Tribal Development. There is every need and importance to strictly implement the ITDA programs and schemes within the expectations, so that the ITDA Officials/Employees will achieve target goals and progress. It is established that the beneficiary is cooperative with ITDA Officials in solving their problems in area development with 77.77% support the statement. Accordingly, the ITDA Officials play a key role in implementing the Government programs and schemes within the specified time and geographical limitations. The Study found that the ITDA officials and employees are achieving complete job satisfaction in discharging their duties with 59.26%, in supporting the statement.

The study established that the existing administrative mechanism, is implementing the ITDA programs effectively, with 51.89%, supporting the statement needs to be updated to better implement the ITDA programs and schemes effectively and satisfactorily. Thus the ITDA perceived the role as an Effective Tool in Tribal Socio-economic Development, exhibited with 76.67% supporting the statement.

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Key words: ITDA Officials/Employees - Perceptions of ITDA; Socio-Economic; Tribal Development; Beneficiary; Solve Problems

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## Introduction

The Geographic and Demographic issues prevailed among the Scheduled Tribes (ST), are usually confined to non-plain hilly areas, as such they are isolated and alienated more than other under privileged groups. In Andhra Pradesh as per 2011 censuses, that the STs are about 5 million comprising 5.6% million respectively of the total population in the state. Most of the Scheduled Tribes constitute to be socially, educationally and economically backward and are languishing at the bottom of the Socio-economic pyramid. They mostly dependent or identified as agricultural landless and become agro-labor, and now they involved in construction workers and workers in the unorganized sector. After the Independence, the Constitution of India was enforced both the Central and State Governments for making a lot of efforts to the development and upliftment of the socio-economic conditions of the Protective Discriminations Polity (PDP). After the bifurcation of A.P. in 2014, the new state of Andhra Pradesh has taken a several interesting responsible projects, on Tribal Development, every year it used to enhance the Tribal Budget and pursuing the progress of policies implementation. Now this present study examines the ITDA Development Programs, Schemes and Activities and its implementation and achievements and progress among the Tribal's, particularly in A.S.R. District will be assessed in this study.

The present article: entitled: "Impact of ITDA Officials and Employees in Socio-Economic Development of Tribal's, at A.S.R. District". In this article, the collected data has been presented as descriptive analysis, which deals with qualitative and quantitative analysis. The primary data has been collected by using a structured questionnaire, from the purposively selected three mandals, i.e. Chintapalli, Hukumpeta and Koyyuru, from A.S.R. District a newly born district. The basic questions/statements are adopted in the questionnaire along with the other basic information and data. There are about five main questions/statements, to articulate and to carve the present research paper, i.e. Q1. Have you perceived the role of ITDA is an Effective is an Effective Tool in Tribal Development; Q2. Whether the Beneficiary is Cooperative with ITDA will solve problems of their Area Development; Q3. Whether Govt. Programs implemented by ITDA are Effective & Satisfactory; Q4. Whether ITDA Officials/Staff achieving Job Satisfaction in discharging their duties; and Q5. Are you satisfied with the existing administrative mechanism in implementing the ITDA programs effectively. The total sample population is about 27, out of the A.S.R. District. The collected primary data formed into five meaningful tables, followed with simple averages, within the frame work of objectives of the study.

## **Review of Literature**

Review of literature is an essential component of any research to have a strong base and to support the current study with the help of cited relevant literature supporting all aspects. The present research reviews to determine the research work done previously and assist and provide guidance in the present topic of research area. It provides insight into the statistical methods adopted and procedures and this suggest the current operational definition of major concepts in the study.

The ITDA and Tribal Development: Ratnakar (2018), attempted to study on ITDA of Eturunagaram in Warangal District and ITDA Bhadrachalam in Khammam Districts of Telangana state. The study covered 400 samples in 8 mandals in two districts. The study mainly focused on tribal development policies and programs in the TSP areas of ITDA and Bhadrachalam. ITDA and Sub Plan: Sardhar Mohd (2017), in his book, highlighted the tribal welfare programs which are being implemented under the Tribal Sub Plan Areas by the ITDA, Bhadrachalam of Khammam district in former Andhra Pradesh state with special reference to lambada tribes who are living in the tribal sub-plan area of the ITDA, Bhadrachalam. The study covered 7 mandals, 14 Gram Panchayats of the Khammam District.

ITDA and MADA (Modified Area Development Approach): Suresh Devath (2016), the implementation of MADA by the ITDA Eturunagaram of Warangal District, Further, he stated that various studies by eminent scholars have focused more on tribal living in the scheduled 48 areas or tribal sub-plan areas and were confined to certain states. In his work he brings out the strengths and weaknesses of the tribal development policies and programs with an empirical method with special reference to the MADA programs. Programs for Protection and Development: Nupur Tiwari (2016), attempts to grasp the profound impact of effective implementation of PESA, with special emphasis on the extremist affected districts which are characterized by high degree of poverty, lack of infrastructure, illiteracy, exploitation and marginalization. Through various case studies, the book tries to discuss the diverse issues and concerns relevant for people-centric governance for removing the discontent among the tribal population. Yatindra Singh Sisodia and Tapas Kumar Kalapati (2015), critical revied to identify document and comprehend the broad trends in development and discontent emanating across tribal groups, over the last 65 years, the STs appear to have evolved into two distinct groups those communities who have been able to take advantage of the protection and benefits guaranteed to them under the Constitution and those communities to whom such benefits and protection has failed to reach. To support this present study, few review are presented which most related to the present study.

## **Objectives of the Study**

This study made an attempt to present the “Role of Integrated Tribal Development Agency (ITDA) in the Socio-economic Development of Tribal Areas: “A Study of A.S.R. District, Andhra Pradesh. In the process the following objectives are considered as important concepts in arriving the reasonable conclusions.

1. To find out whether the role of ITDA perceived as an effective Tool in Tribal Development.
2. To verify the Beneficiary is Cooperative with ITDA in solving problems of their Area Development.
3. To examine the Government are Programs Implemented, Effectively and Satisfactorily by ITDA.
4. To study whether the ITDA Officials/employees achieving Job Satisfaction in discharging their duties.
5. To evaluate the existing administrative mechanism is implementing the ITDA programs effectively.

## Research Methodology

After careful review and observations of the earlier studies, the present study has been planned keeping in mind that the constraints of money and time. Accordingly I have selected three mandals, i.e. 1. Chintapalli; 2. Hukumpeta and 3. Koyyuru. For every mandal, 10 villages are selected to collect data. In this present survey used the Purposive Sampling Method in indentifying a selected the mandals and villages, to collect data from the sample population. The purposive sampling method is a cost effective, save time, as well as to help is arriving the valuable research outcomes. It provides more effective and precise research results and it will lower the margin of error. For collecting data, the researcher has taken every care in selecting the mandals and villages, which are close, fit to present topic of research.

The survey was conducted in A.S.R. District under the selected mandals and villages, by using a brief structured questionnaire, to collect data for developing this article only. About 50 questionnaires are distributed, out of which 27 filled questionnaires are received. The data out of these questionnaires are formed into five meaningful tables. The simple averages are used to test the validity of the presentations. The formed tables are formed in five useful and meaningful tables, and presented as “Descriptive Analysis”, as follows:

## Descriptive Analysis

**Table-1: Have you perceived the role of ITDA is an Effective Tool in Tribal Development**

Mandal	Perceive the role of ITDA is an effective tool					Total
	Strongly Agree	Agree	Can't say	Disagree	Strongly Disagree	
Chintapalli	3 (33.33)	3 (33.33)	1 (11.11)	2 (22.22)	0 (0.00)	9
Hukumpeta	3 (33.33)	4 (44.44)	2 (22.22)	0 (0.00)	0 (0.00)	9
Koyyuru	1 (11.11)	4 (44.44)	2 (22.22)	2 (22.22)	0 (0.00)	9
Total:	7 (25.93)	11 (40.74)	5 (18.52)	4 (14.81)	0 (0.00)	27 (100)

This table-1, describes about the, Respondents perceived the role of ITDA as an Effective Tool in Tribal Development about the ITDA Activities in each Mandal, out of the selected three Mandals. To assess the Mandal wise perceptions about the ITDA Officials and employees five variables are used, i.e. Strongly Agree, Agree, Can't Say, Disagree and Strongly Disagree to find out the perceptions about ITDA initiatives by the government within the selected five mandals,

The data analysis under the variable Strongly Agree shows the highest in the Chintapalli and Hukumpeta in with 33.33% in each Mandal and occupied the first priority, followed by the Koyyuru occupied the second priority with 11.11% only. Under the variable Agree the Hukumpeta and Koyyuru shows with 44.44% each, placed in the first priority, and the Chintapalli exhibited with 33.133% and occupied the second priority. The variable Can't say expressed with 22.22% each in Hukumpeta and Koyyuru and occupied the first priority followed by Chintapalli with 11.11% and placed in the second priority. But the variable Disagree, exhibited with 22.22% in each Mandal, i.e. Chintapalli and Koyyuru, and stood in the first priority, and the Hukumpeta Mandal has no response. While coming to the variable Strongly Disagree, there is no response from all the three mandals.

It is established that on an average, that the Respondents perceived the role of ITDA as an Effective Tool in Tribal Development established under the variable Agree shows with 40.74%, and Strongly Agree expressed with 25.93% it (combine 40.74% + 25.93% = 76.67%) of the respondents perceived the that the ITDA as an effective Tool in Tribal Development. It is concluded that 76.67% of respondents supporting the above statement of perception. The study established that ITDA is an effective Tool in Tribal Development. The Officials and employees are also perceived that the ITDA play a key role in implementing the programs and schemes, so that the Socio-economic benefits it will reach the tribal people.

**Table-2: Whether the Beneficiary is Cooperative with ITDA will solve problems of their area**

Mandal	Beneficiary is cooperative with ITDA in solving problems					Total
	Strongly Agree	Agree	Can't say	Disagree	Strongly Disagree	
Chintapalli	1 (11.11)	6 (66.67)	2 (22.22)	0 (0.00)	0 (0.00)	9
Hukumpeta	3 (33.33)	5 (55.56)	1 (11.11)	0 (0.00)	0 (0.00)	9
Koyyuru	1 (11.11)	5 (55.56)	1 (11.11)	1 (11.11)	1 (11.11)	9
Total:	5 (18.52)	16 (59.26)	4 (14.81)	1 (3.70)	1 (3.70)	27 (100)

This table-2, describes whether the Beneficiary is Cooperative with ITDA, in solving problems in their Area Development about the ITDA Activities in each Mandal, out of the selected three Mandals. To evaluate the Mandal wise Beneficiary in Cooperating with ITDA Officials and employees about five variables are used, i.e. Strongly Agree, Agree, Can't Say,

Disagree and Strongly Disagree to find out the 'Beneficiary Cooperation with ITDA regarding the ITDA initiatives by the government , within the selected five mandals,

In the Hukumpeta Mandal shows the highest under the variable Strongly Agree with 33.33% and occupied the first priority, followed by Chintapalli and Koyyuru with 11.11% each and stood in the second priority. The data analysis under the variable Agree expressed in Chintapalli with 66.67% and occupied the first priority, followed by Hukumpeta and Koyyuru with 55.56% in each Mandal and occupied the second priority. The Chintapalli Mandal shows the highest with 22.22%, under the variable Can't Say placed in the first priority, followed by Hukumpeta and Koyyuru 11.11% each, and stood in the 4 second priority. In the case of the variable Disagree only Koyyuru has responded, with 11.11%. While coming to the Strongly Disagree only Koyyuru has been responded with 11.11%.

In this table, on an average whether the beneficiary is cooperative with ITDA, in solving problems in their Area Development under the variable Agree shows with 59.26% and the variable Strongly Agree expressed with 18.52% in (Combine 59.26% +18.511% = 77.77%) supports the statement. It is concluded that the variables, Strongly Agree + Agree, combine expressed with 77.77%, which indicate that the Beneficiary is Cooperative with ITDA, in solving the problems of their area development. It is concluded that on average, about 77.77% of the Beneficiary extending their Cooperation to ITDA is very important in solving the problems and hurdles, to successfully implement the ITDA Projects and programs, so that the fruits of progress will reach all sections of the tribal's.

**Table-3: Whether Govt. Programs implemented by ITDA are Effective & Satisfactory**

Mandal	Govt. Programme implemented by ITDA effectively and satisfactorily					Total
	Strongly Agree	Agree	Can't say	Disagree	Strongly Disagree	
Chintapalli	3 (33.33)	4 (44.44)	1 (11.11)	1 (11.11)	0 (0.00)	9
Hukumpeta	1 (11.11)	4 (44.44)	1 (11.11)	1 (11.11)	2 (22.22)	9
Koyyuru	3 (33.33)	3 (33.33)	3 (33.33)	0 (0.00)	0 (0.00)	9
Total:	7 (25.93)	11 (40.74)	5 (18.52)	2 (7.41)	2 (7.41)	27 (100)

This table-3, describes, about the Government Programs implemented by ITDA are effective and Satisfactory among the ITDA Official and employees within the selected three Mandals. To verify the mandal wise satisfaction within the ITDA officials and employees. Five variables are used, i.e. Strongly Agree, Agree, Can't Say, Disagree, and Strongly Disagree. To study ITDA Officials, their duties and functions, particularly for this three mandals a separate questionnaire was used, to collect data and information from the A.S.R. District.

The data analysis under the variable Strongly Agree, shows the highest with 33.33% each, Chintapalli and Koyyuru Mandals, and occupied the first priority, followed by Hukumpeta with 11.11% and placed in the second priority. Under the variable Agree exhibited with 44.44% each in Chintapalli and Hukumpeta and stood in the first priority, followed by Koyyuru with 33.33% occupied the second priority. In the case of Can't Say, the Koyyuru shows the highest with 33.33% and placed in the first priority, followed by Chintapalli and Hukumpeta with 11.11% each and occupied the second priority. Regarding the variable Disagree, exhibited 11.11% each in Chintapalli and Hukumpeta, and there are no respondents in the remaining Koyyuru Mandal. While coming to the variable, Strongly Disagree, the Hukumpeta shows with 22.22% only, and there are no respondents in the remaining two mandals.

In this table on an average, "Government Programs implemented by ITDA are effective and satisfactory under the variable Agree shows with 40.74% and the variable Strongly Agree expressed with 25.93% in (Combine 40.74% +25.93% = 66.67%) supports the statement. It is concluded that the variables, Strongly Agree + Agree, combine expressed with 66.67%, which indicate that the Government Programs implemented by ITDA Officials/Employees is effectively and satisfactorily in A.S.R. District.

**Table-4: Whether ITDA Staff Achieving Job Satisfaction in discharging their duties**

Mandal	ITDA achieving job Satisfaction					Total
	Strongly Agree	Agree	Can't say	Disagree	Strongly Disagree	
Chintapalli	2 (22.22)	4 (44.44)	2 (22.22)	1 (11.11)	0 (0.00)	9
Hukumpeta	4 (44.44)	2 (22.22)	2 (22.22)	1 (11.11)	0 (0.00)	9
Koyyuru	1 (11.11)	3 (33.33)	4 (44.44)	1 (11.11)	0 (0.00)	9
Total:	7 (25.93)	9 (33.33)	8 (29.63)	3 (11.11)	0 (0.00)	27 (100)

This table-4, describes, about the whether ITDA staff achieving job satisfaction in discharging their duties among the respondents, i.e. ITDA officials and employees within the selected three Mandals. To verify the mandal-wise satisfaction among the ITDA officials and employees. Five variables are used, i.e. Strongly Agree, Agree, Can't Say, Disagree and Strongly Disagree. To study ITDA Officials, their duties and functions, particularly for this three mandals a separate questionnaire was used, to collect data and information from the A.S.R. District.

The data analysis under the variable Strongly Agree, shows the highest with 44.44% in Hukumpeta and placed in the first priority, followed by the Chintapalli, expressed with 22.22% and occupied the second priority, and the Koyyuru Mandal expressed with 11.11% and placed in the third priority. Under the variable Agree, Chintapalli shows the highest with 44.44%, and occupied the first priority, followed by Koyyuru, with 33.33% and placed in the second priority, and the Hukumpeta expressed with 22.22% and stood in the third

priority. In the case of Can't Say, the Koyyuru exhibited the highest with 44.44% and occupied the first priority, followed by Chintapalli and Hukumpeta with 22.22% each and placed in the second priority. While coming to the variable disagree, expressed with 11.11%, in all the three mandals, i.e. Chintapalli, Hukumpeta and Koyyuru. Regarding the variable Strongly Agree, there are no respondents in all the three mandals.

In this table on an average whether ITDA Staff Achieving Job Satisfaction in Discharging their Duties under the variable Agree shows with 33.33% and the variable 'Strongly Agree', expressed with 25.93% in (Combine 33.33% + 25.93% = 59.26%) supports the statement. It is concluded that the variables, Strongly Agree + Agree, combine expressed with 59.26%, indicate that ITDA Staff Achieving Job Satisfaction in Discharging their Duties in A.S.R. District. The data analysis supporting the statement, that the ITDA Officials, achieving complete job satisfaction.



**Table-5: Are you satisfied with the existing administrative mechanism in implementing the ITDA programs effectively**

Mandal	Existing administrative mechanism is effective implementing the ITDA programmes					Total
	Strongly Agree	Agree	Can't say	Disagree	Strongly Disagree	
Chintapalli	1 (11.11)	2 (22.22)	2 (22.22)	2 (22.22)	2 (22.22)	9
Hukumpeta	3 (33.33)	2 (22.22)	2 (22.22)	1 (11.11)	1 (11.11)	9
Koyyuru	1 (11.11)	5 (55.56)	1 (11.11)	1 (11.11)	1 (11.11)	9
<b>Total:</b>	5 (18.56)	9 (33.33)	5 (18.52)	4 (14.81)	4 (14.81)	27



This table-5, described about Are you satisfied with the existing administrative mechanism in implementing the ITDA programs effectively by ITDA Official and employees within the selected three Mandals. To verify the mandal wise satisfaction among ITDA officials and employees. Five variables are used, i.e. Strongly Agree, Agree, Can't Say, Disagree and Strongly Disagree. To study ITDA Officials, their duties and functions, within the three mandals a separate questionnaire was used to collect data and information from the A.S.R. District.

The data analysis under the variable Strongly Agree shows the highest with 33.33% and occupied the first priority, followed by Chintapalli and Koyyuru with 11.11% each and placed in the second priority. Under the variable Agree, the Koyyuru Mandal exhibited with 55.56% and occupied the first priority, followed by Chintapalli and Hukumpeta expressed with 11.11% each and placed in the second priority. In the case of variable Can't Say the Chintapalli and Hukumpeta exhibited with 22.22% each and placed in the first priority followed by Koyyuru shows with 11.11%. Under the variable Disagree the Chintapalli expressed with 22.22% and placed in the first priority, followed by Hukumpeta and Koyyuru with 11.11% each and occupied the second priority. While coming to the variable Strongly Disagree, the Chintapalli shows with 22.22% and placed in the first priority, followed by Hukumpeta and Koyyuru with 11.11% each and occupied the second priority.

In this table-5 on an average, the statement, i.e., are you satisfied with the Existing Administrative Mechanism in implementing the ITDA programs effectively. Under the variable 'Agree' shows with 33.33% and the variable Strongly Agree, expressed with 18.56% in (Combine  $33.33\% + 18.56\% = 51.89\%$ ) supports the statement. It is concluded that the variables, Strongly Agree + Agree, combine expressed with 51.89%, of the respondents are supports the statement, i.e. Are you satisfied with the Existing Administrative Mechanism in implementing the ITDA Programs Effectively, in A.S.R. District. The data analysis shows that existing administrative mechanism is suitable to implement the ITDA Programs and Projects effectively.

## Summary and Conclusions

The study concluded that, on an average, 76.67% of respondents supporting the statement of perceptions of ITDA are an effective tool in Tribal Development. The Officials and employees are perceived that the ITDA play a key role in implementing the Government programs and schemes, to bring socio-economic benefits tool reach the tribal people. It is concluded that on average, about 77.77% of the Beneficiary extending their Cooperation to ITDA, is very important in solving the problems and hurdles, to successfully implement the ITDA Projects and programs, so that the fruits of progress will reach all sections of the tribal's.

The study established that on an average about 66.67%, of the respondents expressed that the Government Programs and Schemes implemented by ITDA Officials is effectively and satisfactorily. It is concluded that on an average that ITDA staff achieving job satisfaction with 59.26%, in discharging their duties in A.S.R. District. The data analysis exhibiting the statement, that the ITDA Officials and Employees achieving complete job satisfaction.

The study established that on an average shows with 51.89%, of the respondents are supporting the statement, i.e. Are you satisfied with the Existing Administrative Mechanism in implementing the ITDA Programs Effectively, in A.S.R. District?

### **Suggestions**

In this study it is observed that the ITDA Officials perceived that ITDA is an Effective Tool in Tribal Development, which supported with 76.67% of the respondents. In the case of Beneficiary Cooperation with ITDA, to solve problems is established by 77.77%. Regarding the Government schemes and programs implemented by ITDA, effectively and satisfactorily supported by 66.67% of the ITDA officials. It is concluded that on an average the ITDA staff achieving job satisfaction with 59.26%, in discharging their duties in A.S.R. District. The study suggested that the incentives and benefits offered in the three year programs should be liberally extended to the ITDA officials to further encourage the officials. The study observed that the statement. The exiting administrative mechanism, shows with 51.89%, and hence should be updated to get progress in implementing the ITDA programs effectively.

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