



## Capacity Building as Correlate of Productivity of Agricultural Cooperative Societies in Anambra State

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### ABSTRACT

*The study investigated the relationship between capacity building and the productivity of agricultural cooperative societies in Anambra State. Two null hypotheses guided the study. The study adopted the correlational research design. The population of the study was members of agricultural cooperative societies in Anambra State. The sample of the study comprised 171 members of agricultural cooperative societies in the area. Two instruments were used to collect data for the study. The Pearson Ph.D. duct Moment correlational statistic was used to analyze data for the study. The findings of the study revealed that there is a significant positive relationship between the restructuring of organizational value systems and members' participation in agricultural cooperative societies in Anambra State. It was also revealed that there is a significant positive relationship between human resource development and crop yields of agricultural cooperative societies in Anambra State. The researcher concludes based on the findings that capacity building has a positive significant relationship with the productivity of agricultural cooperative societies in Anambra State. The researcher therefore recommended based on the findings of the study that agricultural cooperative societies should prioritize the restructuring of their organizational value systems to align with the needs and aspirations of their members. It was also recommended that agricultural cooperative societies should invest in human resource development by making training programmes, workshops, and instructional materials available for members.*

**Keywords:** Capacity Building, Productivity, Organizational Value System, Human Resource Development, Member Participation, Crop Yield

### Introduction

The Nigerian agricultural sector is of immense importance to the nation's economy. It contributes significantly to the gross domestic product (GDP) and provides employment opportunities for millions of people, particularly in rural areas. Agriculture also plays a vital role in ensuring food security and reducing the country's dependence on imports. However, Nigeria's agricultural system, predominantly reliant on rainfed farming, faces significant challenges that compromise its sustainability and make it highly vulnerable to climate change (Resilient Food System, 2022). The country's heavy reliance on rainfall as a water source for agricultural activities leaves it exposed to climate-related threats such as extended dry seasons, floods, and soil degradation. These threats have severe consequences for agricultural livelihoods and pose a grave risk to food security. Moreover, factors such as high poverty rates, water scarcity, shrinking land sizes, inadequate market access, and rapid population growth exacerbate the vulnerabilities of Nigeria's agricultural sector. In recent years, there have been significant advancements in the development of new seeds and seedlings tailored to suit Nigerian agricultural conditions. These improved varieties possess traits such as higher yield potential, disease resistance, drought tolerance, and enhanced nutritional content. The development and adoption of such seeds and seedlings have the potential to revolutionize agricultural productivity and contribute to food sufficiency.

Farmers in developed countries have adopted smart climate agriculture, precision agriculture, and smart farming, while farmers in Anambra State in particular and Nigeria in general still rely on traditional agricultural practices. To limit the impact of climate change on agricultural productivity, it is critical to support the development and acceptance of contemporary agricultural practices and technology (Finers et al., 2019). Sardar et al. (2021) stated that the agricultural sector of underdeveloped nations is more sensitive to climate change due to lower adoption. As a result, improving extension services and access to climate information and climate-smart practises, which necessitate the adoption of technology, would aid in the improvement of the agricultural sector (Issahaku & Abdulai, 2020) Agricultural cooperative assistance is essential for a sustainable agricultural system to promote farms, related farmers, and rural society as a whole.

Cooperative society is an autonomous association of individuals who voluntarily come together to meet their common economic, social, and cultural needs through a jointly owned and democratically controlled enterprise (Mammud, 2019). A cooperative is a business that is owned and controlled by its member patrons, operating for their benefit on a non-profit basis. It aims to achieve complete alignment of ownership, control, and the use of services within the enterprise. A cooperative society is formed when individuals with similar interests voluntarily join together to achieve common economic or

social objectives for the benefit of its members (Ojelade et al., 2020). By pooling their efforts, members can benefit from the ideas, talents, skills, and energies of one another. This collective approach enables them to accomplish things that would be challenging or impossible to achieve individually. Cooperatives can be established in various sectors such as production, marketing, distribution, thrift, education, and more. According to Olumese and Onemolease (2018), agricultural cooperatives are unique agricultural cooperatives established to alleviate the difficulties faced by small-scale farmers in the western portions of Nigeria. Olumese and Onemolease further noted that cooperatives play crucial roles in economic and agricultural development, offering various benefits to their members like securing credit or financing from commercial banks without the need for collateral security, guaranteeing access to storage and processing facilities, ensuring that their agricultural products can be properly stored and processed, maintaining their quality and value among others. Sadly the realization of these seems to be hampered by issues relating to the inadequacies or lack of capacity of cooperative officers in developing new practices and technologies for ensuring quality service delivery (Nwafor, 2023; Ojelade et al., 2020). The evolution of capacity building in organizations is driven by several factors, including globalization, technological advancements, and changing workforce demographics.

Capacity building refers to the process of developing and enhancing the skills, knowledge, and abilities of employees to enable them to perform their duties more effectively. According to Ihemeje and Afegbua (2020), capacity building goes beyond traditional training and encompasses a comprehensive human resource development process. It involves equipping individuals with a combination of understanding, expertise, and access to information, knowledge, and education, which empowers them to perform with efficiency. cooperative capacity building should be defined in light of cooperative aims, which are to achieve a set of mutually approved goals (economic and social) (Emejulu et al., 2019). Organisational capacity development as a process that helps to enhance the links between an organization's vision, purpose, and goals, as well as improving its chances of providing sustainable service delivery. Organizational development is also a crucial aspect of capacity building, where management structures, procedures, and processes are expanded not only within an organization but also across public, private, and community sectors (Adegoke et al., 2013). Furthermore, Human resource development, also known as capacity development, plays a vital role in strategic human resource management. It is a crucial means of reducing inefficiency among an organization's key asset - its human resources (Okonkwo, 2022). Agricultural cooperatives, like any other organisation, rely on human capital to drive operations and achieve goals. Employees and members of agricultural cooperatives are the human component of these organisations. Capacity-building activities should focus on developing cooperative members' skills, knowledge, and competencies to guarantee the efficacy and success of agricultural cooperative societies ( Nwankwo et al., 2022). Training programmes, workshops, and educational activities focused on improving their awareness of agricultural practices, cooperative management, and commercial operations can help achieve this.

Agricultural cooperative officers often serve as trainers and educators for cooperative members. Capacity building equips officers with pedagogical skills to effectively deliver training programs and educational initiatives. This enables officers to provide valuable knowledge and information to farmers, helping them improve their agricultural practices, leading to improved service delivery and productivity. Productivity is a measure of the efficiency and effectiveness of employees in achieving organizational goals and objectives (Nweke & Emma, 2020). When resources are not used effectively, it can lead to a decrease in the quality and quantity of output, which ultimately affects productivity. The measures of productivity for agricultural cooperative societies can vary depending on the specific goals and objectives of the cooperative. It can be reflected in crop yield, land productivity, labour efficiency, value-added activities and members' participation among others (Ojiakor, 2017; Anigbogu et al., 2015). Unfortunately, the relationship between capacity building and agricultural cooperative production has not been fully researched in the available literature. This reflects a substantial lack of research in this particular field. Given the ever-changing technical improvements and the influence of global warming on agricultural yields, it is critical to explore and establish the link between capacity building and cooperative officer productivity in Anambra State.

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## Statement of the Problem

Anambra State, located in Nigeria, has a significant agricultural sector that heavily relies on the cooperative system. Cooperative officers, who are responsible for coordinating and implementing cooperative activities, play a crucial role in driving the success and productivity of agricultural cooperatives. However, the extent to which capacity building initiatives directly influence their productivity remains unclear.

One of the key challenges in agricultural development in Anambra State is the failure of farmers to transition from traditional farming practices to more mechanized and digitized farming systems. Many farmers continue to rely on age-old techniques that are labour-intensive, inefficient, and yield lower productivity compared to modern farming methods. The lack of adoption of mechanization and digitization tools in agriculture hampers progress in Anambra State. Farmers often face barriers such as limited access to machinery, lack of awareness about available technologies, and insufficient training on how to effectively utilize modern farming equipment and digital solutions. Another problem is the underutilization of high-yielding seedlings. Farmers who are members of agricultural cooperatives in Anambra State sometimes fail to utilize high-yielding seedlings that can withstand the impact of climate change.

Another issue is the failure of farmers to embrace and adopt current innovations in agriculture. This includes advancements in crop management techniques, irrigation systems, pest control methods, precision agriculture technologies, and sustainable farming practices. The lack of awareness, training, and technical support contributes to the slow adoption of these innovations. The aforementioned issues collectively result in a significant gap between the expected agricultural output and the actual output in Anambra State. The failure to modernize farming practices, utilize high-yielding seedlings, and adopt innovative techniques hinders the sector's ability to maximize its productivity potential and meet the growing demands for food and agricultural products. This points to a lack of capacity among cooperative society members who are meant to educate farmers on the use of innovations in their agricultural production. However, the extent to which capacity building initiatives directly influence their productivity remains unclear.

## Hypotheses

The following null hypotheses were formulated and tested at 0.05 level of significance:

1. There is no significant relationship between restructuring the organizational value system and members' participation in Agricultural cooperative societies in Anambra State
2. There is no significant relationship between human resource development and crop yield of Agricultural cooperative societies in Anambra State.

## Conceptual Framework

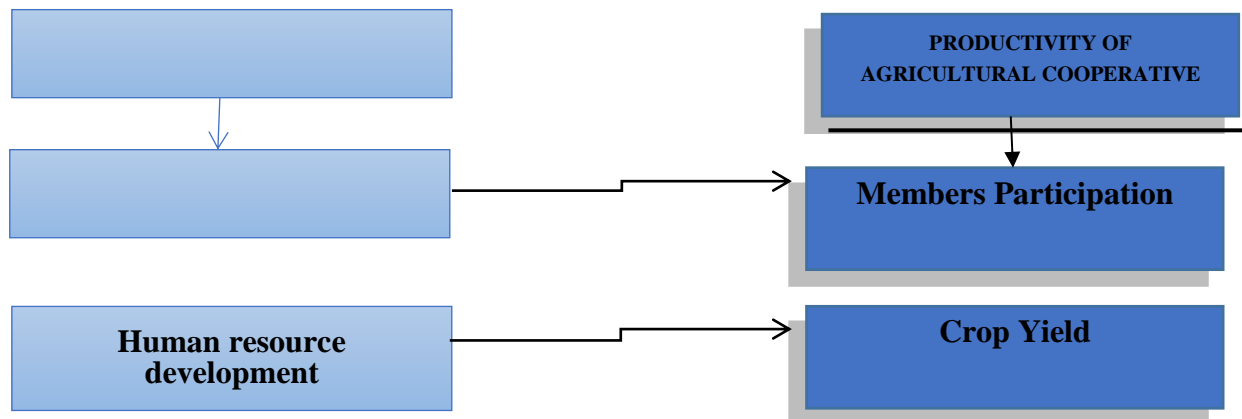


Fig 1. Conceptual representation of the impact of capacity building on the productivity of agricultural cooperative societies

Source: Researcher, 2023

## Theoretical Framework

The theoretical framework of the study is based on the dynamic capabilities theory. It is discussed as follows:

### Dynamic Capabilities Theory

The resource management of the organization is viewed through the dynamic capabilities notion. The theoretical underpinnings of dynamic capability were propounded by Teece, David, Pisano, Gary and Shuen, Amy in August 1997. Dynamic capabilities are distinct from operational or "ordinary" capabilities, which refer to an organization's present activities. Dynamic capabilities, on the other hand, are defined as the capacity of an organisation to purposefully create, extend, or modify its resource base. The dynamic capabilities theory's main idea is that core competencies should be utilised to adjust short-term competitive situations that may be leveraged to develop a longer-term competitive advantage.

Dynamic capabilities theory provides valuable insights into the relationship between capacity building and the productivity of agricultural cooperative societies. This theory emphasizes the organization's ability to adapt, integrate, and reconfigure its resources and capabilities in response to changing external conditions. When applied to capacity building in agricultural cooperatives, dynamic capabilities theory helps explain how capacity-building interventions can enhance productivity.

Dynamic capabilities theory recognizes the importance of adapting to external changes. In the context of agricultural cooperatives, capacity building programs enable cooperative societies to adapt to evolving market dynamics, technological advancements, and climate change impacts. By providing training and knowledge transfer, capacity building enhances the cooperative's ability to understand and respond to new challenges and opportunities, thereby increasing productivity. Integration: Dynamic capabilities theory emphasizes the integration of resources and capabilities to achieve synergy and effectiveness. Capacity building initiatives enable the integration of new knowledge, skills, and technologies into agricultural cooperative operations. By integrating the capacity building outcomes with existing resources and capabilities, cooperatives can enhance their productivity through improved coordination, collaboration, and utilization of available resources.

Dynamic capabilities theory highlights the need for organizations to reconfigure their resources and capabilities to adapt to changing circumstances. Capacity building interventions can facilitate the reconfiguration of agricultural cooperative societies by instilling new skills, innovative practices, and updated knowledge. This reconfiguration enables cooperatives to optimize their operations, streamline processes, and make strategic adjustments that enhance productivity. Capacity building interventions foster a learning mindset, encouraging cooperative members to continuously acquire and apply new knowledge and skills. This enables agricultural cooperatives to respond proactively to market shifts, adopt efficient farming techniques, and leverage

emerging opportunities. Furthermore, dynamic capabilities theory emphasizes the importance of learning and knowledge creation within organizations. Capacity building programmes create a learning environment, fostering the acquisition and diffusion of knowledge among cooperative members. This knowledge enhances the cooperative's ability to innovate, make informed decisions, and implement best practices, all of which contribute to improved productivity.

The dynamic capabilities theory is relevant to this present study because it highlights the dynamic nature of capacity building in agricultural cooperatives. It underscores the importance of adaptation, integration, and reconfiguration of resources and capabilities in response to changing external conditions. Incorporating dynamic capabilities theory into the study will help the researchers gain a deeper understanding of how capacity building interventions contribute to the productivity of agricultural cooperative societies by enhancing their ability to adapt, integrate, and reconfigure resources and capabilities.

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## Empirical Review

Okonkwo (2022) focused on examining the relationship between capacity building and employee performance in plastic manufacturing companies in Anambra State. It specifically investigated how employee orientation, coaching, and job rotation influenced employee job performance. The research design employed for the study was a survey, and data were collected from both primary and secondary sources. The population of interest consisted of 1810 employees working in plastic manufacturing firms in Anambra State. To determine the sample size, the researchers used the Borg and Gall formula from 2002, resulting in a sample of 353 employees. Questionnaires were utilized to collect the necessary data, and the data analysis was conducted using the Statistical Package for the Social Sciences (SPSS). Simple percentages were employed to address the research questions, while Pearson Moment Correlation Coefficient was used to test the hypotheses. The analysis of the data revealed significant positive relationships between employee orientation, coaching, job rotation, and employee performance in plastic manufacturing companies in Anambra State. The study concluded that capacity building has a significant positive impact on employee performance in the plastic manufacturing sector in Anambra State.

Nwankwo et al. (2017) conducted a study to investigate the impact of capacity building on the organizational performance of multipurpose cooperatives in Osun central federal senatorial district, Nigeria. The researchers collected data from 529 management committee members who were purposively selected from the study area. The data were thoroughly analyzed, and the findings indicated that capacity building activities were well established among the cooperatives in Osun central district. The respondents unanimously agreed with the indicators used to measure the performance of their cooperatives, confirming hypothesis two (H02). The study provided strong evidence that capacity building significantly influences the cooperative's performance, which aligns with the findings of previous research. Based on these results, the researchers put forth the following recommendations to enhance the effective and efficient performance of cooperative organizations through capacity building: Firstly, there is a need for re-orientation and sensitization of both members and employees of the cooperatives to increase their knowledge about the importance and benefits of capacity building.

Imasaja (2016) investigated the impact of capacity building initiatives on the performance of Kenya's DFID. Interviews were conducted with eight DFID Kenya staff members who had direct or indirect responsibility for strategy design and execution, and who were appointed both in the United Kingdom and in Kenya. For primary data collection, an interview guide was created and prepared. The study discovered that capacity development techniques contribute to DFID's success in Kenya in some way. The survey also found that the training acquired by the interviewees, for example, through DFID, has typically enabled them to do their separate responsibilities without always seeking assistance from other colleagues.

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## Methodology

### Research Design

The study adopted the correlational research design. A correlational study design is a research approach that is used to investigate the relationship between two or more variables. The fundamental goal of correlational investigations is to identify whether or not there is a statistical link between variables and the nature of that relationship.

### Area of the Study

The study was conducted in Anambra State, Nigeria. Anambra State is situated in the southeastern region of Nigeria and was established in 1991, after being carved out of the former Anambra State. The capital and largest city of Anambra State is Awka. The state shares borders with Delta State to the west, Imo State to the south, Enugu State to the east, and Kogi State to the north. Anambra State has a population of over 4 million people and is predominantly inhabited by Igbo-speaking people, reflecting the rich cultural heritage of the region. The state's diverse and vibrant culture contributes to its unique identity and societal cohesion. Agriculture remains the backbone of Anambra State's economy, providing employment opportunities for a substantial portion of its population and contributing to the state's economic growth and development. As the study focuses on the productivity of agricultural cooperatives in Anambra State, it highlights the significance of these crops and their role in shaping the agricultural landscape and the livelihoods of the people.

### Population of the Study

The population of the study comprised all registered members of agricultural cooperatives in Anambra state.

### Sample of the Study

The study utilized a multi-staged sampling technique to determine the sample size. The sampling process involved four stages. At the first stage, Anambra State was divided into four agricultural zones based on administrative structures for agricultural development. These zones are Aguata Agricultural Zone, Awka Agricultural Zone, Anambra Agricultural Zone, and Onitsha Agricultural Zone. Sub-Sampling: In the second stage, a sub-sampling method was adopted. From each agricultural zone, two local governments were randomly selected. The chosen local governments were: Anambra East L.G.A, Anambra West L.G.A; Orumba North L.G.A, Orumba South L.G.A, Ogbaru L.G.A, Ekwusigo L.G.A, Awka North L.G.A, and Awka South L.G.A. The third stage involved using the simple random sampling technique to select two towns from each of the selected local governments within the agricultural zones. This resulted in a total of sixteen towns being chosen for the study. Selection of Cooperative Societies: Finally, in the fourth stage, the simple random sampling technique was employed again to select two farmers' cooperative societies from each of the sixteen towns. As a result, a total of thirty-two cooperative societies were selected, and these cooperatives had a combined membership of 171 farmers. The selected sample size of 171 farmers from thirty-two cooperative societies represents the data used for the study. This approach allowed the researchers to obtain a representative sample that captured the diversity of agricultural zones and local governments in Anambra State, providing valuable insights into the productivity of agricultural cooperatives in the region.

### **Instrument for Data Collection**

The instrument for data collection was two structured questionnaires developed by the researcher. The first instrument was titled "Questionnaire on Capacity Building for Cooperative Societies". The instrument is divided into two sections, A and B. Section A elicited information on the respondent's gender, age and years of membership in the cooperative. Section B contains 15 items spread over two clusters, 1 and 2. Cluster 1 contains 10 items on organizational value relating to capacity building of agricultural cooperative societies. Cluster 2 contains 8 items on human resource development of cooperative societies in Anambra State.

The second instrument was a "Agricultural Cooperatives Productivity Inventory". The inventory was divided into two clusters. Cluster one contains 8 items on members participation while cluster two contains 8 items on crop yield.

Both instruments were structured on a four-point rating scale of Strongly Agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD). The instruments were validated by three experts in the Department of Cooperative Economics and Management, Nnamdi Azikiwe University, Awka.

**Reliability:** To ascertain the reliability of the instrument it was subjected to a pilot test on 20 members of Agricultural Cooperative Societies in Enugu State. The data collected from the pilot test was tested using Cronbach Alpha. This yielded a reliability coefficient of 0.84 for the first instrument while the second instrument yielded a reliability co-efficient value of 0.88.

### **Method of Data Collection**

The instrument was administered by the researcher with the assistance of three research assistants who were briefed on the mode of instrument administration. The instrument was administered to the respondents in their respective weekly cooperative meetings. The instrument was administered on the spot and the respondents were given enough time to fill out the questionnaire upon which the instrument was retrieved but in a situation where that was not possible. This process lasted for three weeks. Out of the 171 copies of the questionnaire administered 142 copies were retrieved and used for the analysis of data.

### **Method of Data Analysis**

The data for this study was presented in tables, and the Pearson Product Moment Correlation was employed to test the hypotheses. The correlation coefficient "r" obtained from the analysis was used to determine the strength and direction of the relationship between the independent variables and the dependent variable. The interpretations of the hypotheses based on the correlation coefficient are as follows: Correlation Coefficient 0.8 to 1.0 (negative or positive): This range indicates a very high correlation between the variables. A correlation coefficient in this range suggests a positive relationship between capacity building and the productivity of agricultural cooperative societies in Anambra. Correlation Coefficient 0.6 to 0.8 (negative or positive): This range signifies a high correlation between the variables. A correlation coefficient falling within this range indicates a significant relationship between capacity building and the productivity of agricultural cooperative societies in Anambra. Correlation Coefficient 0.4 to 0.6 (negative or positive): This range suggests an average correlation between the variables. A correlation coefficient in this range indicates a moderate and reasonably consistent relationship between capacity building and productivity of agricultural cooperative societies in Anambra. Correlation Coefficient 0.2 to 0.4 (negative or positive): This range reflects a low correlation between the variables. A correlation coefficient within this range suggests a weak and relatively less significant relationship between capacity building (organizational value and human resource development) and productivity (members' participation and crop yield). Correlation Coefficient 0.0 to 0.2 (negative or positive): This range indicates a very low correlation or no relationship between the variables. A correlation coefficient falling within this range suggests that there is little or no association between capacity building (organizational value and human resource development) and productivity (members' participation and crop yield).

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## **Results**

### **Test of Hypotheses**

#### **Hypothesis 1**

There is no significant relationship between restructuring the organizational value system and members' participation in Agricultural cooperative societies in Anambra State.

**Table 1: Pearson's Correlation between Organization value system and Members' Participation in Agricultural Cooperative Societies**

Variables	N	Organization value system	Members' Participation	Decision
Organization value system	142	1	.800**	Significant
Members' Participation	142	.800**	1	

Data in Table 1 reveals that Pearson's Correlation Coefficient is  $r=0.800$ . This shows that a significant relationship exists between the restructuring of the organization's value system and members' participation in agricultural cooperative societies in Anambra State. This implies that if the management of agricultural cooperatives has the right value system it will improve the members' participation in the activities of the cooperative societies in Anambra State. This means that an organizational value system influences members' participation in the activities of the cooperative societies in Anambra State. Thus, the null hypothesis was rejected.

### Hypothesis 2

There is no significant relationship between human resource development and crop yield of Agricultural cooperative societies in Anambra State.

**Table 2: Pearson's Correlation between Human resource development and Crop Yield in Agricultural Cooperative Societies**

Variables	N	Organization value system	Crop Yield	Decision
Organization value system	142	1	.720**	Significant
Crop Yield	142	.720**	1	

Data in Table 2 reveals that Pearson's Correlation Coefficient is  $r=0.720$ . This shows a significant relationship between human resource development and crop yields of agricultural cooperative societies in Anambra State. This implies that if the management of agricultural cooperatives develops its human resources it will improve the crop yields of agricultural cooperative societies in Anambra State. This means that the development of human resources in cooperative societies influences crop yields in the activities of the cooperative societies in Anambra State. Thus, the null hypothesis was rejected.

## Discussions of the Findings

The finding of the study revealed that a significant positive relationship exists between the restructuring of the organizational value system and members' participation in Agricultural cooperative societies in Anambra State. This finding may have resulted because restructuring the organizational value system refers to reevaluating and possibly redesigning the core principles and beliefs that guide the cooperative's operations. This may involve reassessing the cooperative's mission, vision, and objectives to ensure they align with the current needs and aspirations of the members and the agricultural sector in Anambra State. By doing so, the cooperative can enhance its effectiveness and relevance, leading to improved performance resulting from active members' participation. Moreover, active participation can lead to the exchange of valuable knowledge, skills, and experiences among members, fostering a supportive and collaborative environment within the cooperative. This finding is in agreement with Nwankwo et al. (2017) who found that capacity building promotes efficiency in the output of cooperative societies. In their submission, Okonkwo (2022) revealed significant positive relationships between capacity building and employee performance. This agrees with the findings of the present study which revealed a significant relationship between restructuring of the organizational value system on membership participation in cooperative societies in Anambra state.

Similarly, the finding of the study revealed that a significant positive relationship exists between human resource development and crop yields of members of agricultural cooperative societies in Anambra State. The significant relationship discovered between these two factors highlights the importance of investing in human capital development within agricultural cooperatives to achieve improved crop yields. When agricultural cooperative societies prioritize human resource development, they are essentially focusing on enhancing the knowledge, skills, and abilities of their members and employees. This finding is in line with Imasaja (2016) who reported that improved performance is attained through various capacity-building initiatives, training programs, and skill development opportunities. The positive correlation found between human resource development and crop yields suggests that a well-trained and skilled workforce is more likely to adopt the best agricultural practices, employ innovative techniques, and implement efficient farming methods. These well-equipped cooperative members are better equipped to tackle challenges, optimize resource utilization, and make informed decisions, leading to increased agricultural productivity. Nwankwo et al. (2017) opined that investing in human resource development can foster a culture of continuous improvement and learning within cooperative societies. As members gain new knowledge and expertise, they can share and apply these insights collectively, which may lead to enhanced collaboration and cooperation among the cooperative's stakeholders (Emejulu et al., 2019). This, in

turn, can contribute to overall productivity and crop yield improvement. The study's findings underscore the significance of adopting a long-term perspective in agricultural cooperative development.

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## Conclusion

Based on the findings of the study, the researcher concludes that capacity building has a positive significant relationship with the productivity of agricultural cooperative societies in Anambra State. The significant positive relationships discovered between the restructuring of organizational value systems and members' participation, as well as between human resource development and crop yields, highlight the importance of these factors in promoting the growth and productivity of agricultural cooperatives. It is therefore imperative that measures are put in place to facilitate the level of capacity building among cooperative societies in Anambra State in particular and Nigeria in general.

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## Recommendations

Based on the findings of the study, the researcher recommended that:

1. Agricultural cooperative societies should prioritize the restructuring of their organizational value systems to align with the needs and aspirations of their members. This can be achieved by fostering a culture of transparency, accountability, and active member participation. Also, collaboration and knowledge-sharing should be encouraged among cooperative members. Cooperatives can facilitate platforms for members to exchange experiences, best practices, and innovative ideas to enhance agricultural productivity and efficiency.
2. Agricultural cooperative societies should invest in human resource development by making training programmes, workshops, and instructional materials available for members. Members will be equipped with the information and skills needed to enhance agricultural practices, optimise resource utilisation, and raise crop yields. In the same vein, policymakers and government agencies should offer agricultural cooperative societies assistance and resources, notably in the areas of capacity building, access to technology, and market connections. This will allow cooperatives to grow and make important contributions to the agriculture industry.

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