

A STUDY OF FACTORS RELATED TO ACCEPTANCE OF 4-H LEADERSHIP ROLES  
BY 4-H PARENTS IN THREE KANSAS COUNTIES

by

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## CHAPTER I

### INTRODUCTION

Continued success and effectiveness of the Cooperative Extension Service has depended mainly on the involvement and training of local volunteer leadership.<sup>1</sup> The "Scope Report" pointed out the awareness of continued needs for leadership development as one of the nine main interest areas. The Extension Service has contributed its share of public leadership and has profited materially from the fact that within its own ranks it has been able to enlist competent and alert leaders.<sup>2</sup>

#### IMPORTANCE OF THE STUDY

4-H Club work has continually recognized the need for leadership and new information about leaders and leadership, since there is a demand for many leaders to help organize, plan and teach in the program. Information concerning selection and acceptance of leadership roles was found to be varied and compiled in many different forms. A study about adults who accept leadership roles will help Extension personnel better understand who would become leaders in the continuing and expanding 4-H Club program. A study of this type would also prove helpful in the orientation of new Extension Agents and to the State Extension personnel in evaluating over-all leadership.

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<sup>1</sup>G. L. Carter, Jr., "Using Pressure on Leaders," Selected Readings and References in 4-H Club Work (Madison, Wisconsin: National Agricultural Extension Center for Advanced Study, 1961), p. 115.

<sup>2</sup>Subcommittee on Scope and Responsibility, The Cooperative Extension Service Today (Subcommittee on Scope and Responsibility, 1958), p. 11.

## PURPOSE AND OBJECTIVES OF THE STUDY

This study compared factors that were related to acceptance of 4-H leadership responsibilities by 4-H parents and the relationship of having been a 4-H member to these factors. Data were compiled from a random sample of 4-H parents in three Kansas Counties--Geary, Pottawatomie and Riley.

Specific objectives of the study were to determine the relationship of:

- (a) Biographical characteristics of 4-H parents, such as age, marital status, gender and educational level with acceptance of voluntary leadership.
- (b) Various types of employment, such as farmer, laborer, semi-skilled, skilled, homemaker and professional, with the 4-H leadership role.
- (c) Income level and acceptance of leadership.
- (d) Leadership in community activities and acceptance of 4-H leadership roles.
- (e) Place of residence and acceptance of 4-H leadership.
- (f) Number of children in the family and acceptance of 4-H leadership roles.
- (g) Participation in other organized youth groups and acceptance of the 4-H leadership role.
- (h) Degree of involvement in other related Extension groups and 4-H Club leadership acceptance.

## CHAPTER II

## REVIEW OF THE LITERATURE

The word "leadership" was found to have many different meanings. Beal, in his book, Leadership and Dynamic Group Action, attributes this to the vagueness of the English language.<sup>1</sup> Webster defines leadership as guiding as well as commanding.<sup>2</sup> Ordway Tead, in The Art of Leadership, defines leadership in this manner: "Leadership is the activity of influencing people to cooperate toward some goal which they come to find desirable."<sup>3</sup> Robert Tannenbaum gave this basic definition of leadership: "Interpersonal influence exercised in situation and directed through the communications process, toward the attainment of a specified goal or goals."<sup>4</sup> He stated that leadership always involves attempts on the part of the leader to affect the behavior of a follower or followers in a given situation.

Qualities Necessary in Leaders

Tead and Titus were found to be in agreement concerning the qualities necessary in leaders. They listed these qualities as:

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<sup>1</sup>George M. Beal, J. M. Bohlen and J. N. Raudabaugh, Leadership and Dynamic Group Action (Ames, Iowa: Iowa State University Press, 1962), p. 31.

<sup>2</sup>Webster's New Collegiate Dictionary (Springfield, Mass.: G. C. Merriam Company, 1949), p. 478.

<sup>3</sup>Ordway Tead, The Art of Leadership (New York: McGraw-Hill Book Company, Inc., 1935), p. 20

<sup>4</sup>Robert Tannenbaum, Irving R. Weschler and Fred Massarik, Leadership and Organization (New York: McGraw-Hill Book Company, Inc., 1961), p. 24.

<sup>5</sup>Charles Heckman Titus, The Process of Leadership (Dubuque, Iowa: Wm. C. Brown Company, 1950), pp. 53-55.



- (a) Physical and nervous energy
- (b) A sense of purpose and direction
- (c) Enthusiasm
- (d) Friendliness and affection
- (e) Integrity
- (f) Technical mastery
- (g) Intelligence
- (h) Faith
- (i) Teaching skill

Clark, in an article, "A Review of Leadership Studies," summarized the above qualities of leadership and commented upon them in detail.<sup>1</sup>

Sense of purpose and direction. An effective leader was one who knew what needed to be done in a given situation and knew where he wanted to go, either alone or in cooperation with other people.

Enthusiasm. Enthusiasm must be shared with other persons with whom the leader was working. The leader should accept tasks with a sense of pride in doing the work.

Friendliness and affection. A friendly attitude, thus influencing cooperation and affection, was essential to a good leader.

Integrity. People trust their leaders, have confidence in them and have a feeling of solidarity and feel they are honest and reliable.

Technical mastery. The effective leader was not only a student of the program with which he was associated, but at the same time was able to recognize his limitations and thus delegate authority.

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<sup>1</sup>Robert C. Clark, "A Review of Leadership Studies," Selected Readings and References in 4-H Club Work (Madison, Wisconsin: National Agricultural Extension Center for Advanced Study, 1961), p. 85.

Intelligence. This quality helps develop the ability to readily appraise a situation and to perceive the significance of a problem or an idea.

Faith. The effective leader had faith and was willing to trust people.

Teaching skill. An effective leader was a good teacher who could explain both the how and the why of performing a task.

Physical and nervous energy. Those leaders who rise in any marked way had more drive, endurance and greater vigor of mind and body than the average person.

### Types of Leaders

Military leaders. Many great leaders of the past were military leaders. The military leader was found to function in a predetermined organization in which all duties and responsibilities of each level of leadership were spelled out in advance. Within such a framework an individual with very few leadership qualities was found to function efficiently.<sup>1</sup>

Self-constituted leader. This type of leader gains leadership because of personal power. Most of the great religions were founded by such a leader.<sup>2</sup> The excessively aggressive leader of resolute purpose was found to be in danger of forgetting the desires of the followers.<sup>3</sup> Many dictators began as this type but found it necessary to solidify their power by developing a bureaucracy type of leadership.<sup>4</sup>

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<sup>1</sup>Beal, loc. cit.

<sup>2</sup>Beal, op. cit., p. 23.

<sup>3</sup>Tead, op. cit., p. 28

<sup>4</sup>Beal, loc. cit.



Passive leader. Beal describes the passive leader as one who is followed because he possessed certain talents or skills which were much admired. The author gave Mickey Mantle in sports and Pablo Picasso in the art field as examples of this type of leadership.

Democratic leader. Tead stated that this type of leader starts as the elected president, chairman, executive director or political official. The challenge to the leader was found to be one of sustaining the support and cooperation of the group. The danger for this leader was that he was continually being tested for as long as the possibility of re-election or re-appointment was present.

Appointed leader from above. This leader was found in many organizations, businesses and institutional firms where boards of directors appointed persons who in turn appointed lesser executives. The problem of the appointed leader was to show the corporate group that he was serving themselves and that loyalty to the organization was loyalty to themselves.<sup>1</sup>

#### 4-H LEADERSHIP

Allen describes a 4-H Club leader as an adult man or woman serving the youth of a local 4-H Club in a leadership capacity.<sup>2</sup> The Kansas 4-H Club program breaks the leadership of 4-H Clubs into three main kinds--the 4-H Club Advisory Committee, community leaders and project leaders. A description of these types is presented in the following material, as defined in the Kansas 4-H Club Leaders Manual.<sup>3</sup>

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<sup>1</sup>Tead, op. cit., p. 31.

<sup>2</sup>C. Dean Allen, "The Relationships Between Personal Values and 4-H Club Leadership" (Ph. D. thesis, University of Chicago, 1963), p. 26.

<sup>3</sup>State 4-H Club Staff, Kansas 4-H Club Leaders Manual (Manhattan, Kansas: Kansas State College Extension Service, 1958).

Advisory Committee. Each 4-H Club must have an Advisory Committee made up of three adults, one of whom may be the elected township representative. The duties of the Advisory Committee are to act in an advisory capacity to help the leaders. Specific duties are: to secure the necessary leaders for the local club by presenting a suggested slate of leaders to the club for final approval at the annual election meetings; to attend local 4-H Club meetings at least twice each year to become familiar with the kind and quality of projects and activities being carried on by the members; to promote 4-H Club enrollment and re-enrollment in each township or city; and to contact parents, schools, churches and other groups in the communities where there are no 4-H Clubs, to inform them of 4-H Club work and to investigate the possibilities of organizing 4-H Clubs.

Community Leaders. All of the duties of the community leaders cannot be definitely stated, but in general it is their responsibility to assist members by expressing interest in each boy and girl and to give responsibility and recognition according to individual needs; to assist and encourage members in selecting and carrying out projects; to assist the local club by attending all regular club meetings; to direct and guide the activities of the club; to work with the 4-H Club Advisory Committee in obtaining an adequate number of project leaders; to assist the County 4-H Club program by keeping the program of the local club coordinated with the county program; to attend leaders' conferences and leader training meetings; and to promote and urge participation in all 4-H events and activities, including those that are local, county-wide, state-wide and national in scope.

Project and Activity Leaders. The 4-H project and activity leaders work with boys and girls in a particular subject area. Their specific duties are: to promote the project at regular club meetings and whenever else

possible; to assist members in locating good project material; to arrange to conduct special project meetings; to attend county project training meetings, secure bulletins and other helps; to acquaint members with records and good record keeping, and to assist with completion of records; to train and encourage demonstrations in the project and urge participation in demonstration contests; and to encourage participation in activities related to the projects carried on.

### Selecting Leaders

A discussion of the methods of selection used to obtain leaders is presented to clarify the mode of operation of the Kansas 4-H Club program. The local Advisory Committees are appointed in the following way. The elected 4-H township representatives provide the leadership needed to have a committee appointed. Parents and club members meet jointly to select and approve the committee at the regular election time. The community leaders then are selected by the local Advisory Committee in conjunction with the Extension Agents.

The project leaders are selected by the community leaders and 4-H Club Advisory Committee. The exception to this rule would be the use of county project leaders who are selected by the Extension Agents.

Figure 1 shows a diagram of how the local 4-H Club functions as part of the total County Extension program.

### CHARACTERISTICS OF 4-H LEADERS

In the United States in 1963 there were 307,745 adult 4-H leaders teaching 2,285,592 members for a ratio of approximately seven members per leader.<sup>1</sup> In the three counties studies, Geary, Riley, and Pottawatomie,

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<sup>1</sup>Allen, op. cit., p. 1.

Fig. 1. How the local 4-H Club functions as part of the total County Extension program.



there were a total of 374 adult leaders teaching 1,135 members.<sup>1</sup> The ratio of members per leader was approximately three. This number varies considerably from the national average.

Aiton found that an average local leader in the United States donated seventeen days of time per year to 4-H Club work.<sup>2</sup> On an average day, more than 1,000 4-H Club meetings are held by local leaders without the presence of an Extension worker.

Regarding tenure of leaders, Allen stated that nearly 50 per cent of the 300,000 local leaders in the United States discontinue their teaching in the club program after one to two years. The reports from the three counties studied indicate that 49 per cent of Riley County's leaders were first and second year leaders while Pottawatomie had 40 per cent and Geary only 25 per cent.<sup>3</sup> The turnover rate in these counties seemed to indicate a correlation with the number of club members enrolled. The rapid turnover of lay leadership results in excessive demands on the time of professional workers for recruitment and training of new leaders.<sup>4</sup>

Heckel found that many people will accept appointments to committees and other types of voluntary service to Extension if they are asked.<sup>5</sup> More than half of the committee members in his study indicated that they accepted

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<sup>1</sup>Annual F.E.S. Statistical Reports for Geary, Riley and Pottawatomie Counties, November 1, 1965.

<sup>2</sup>E. W. Aiton, "Background and Design for a Study of Vitality Factors in the 4-H Program" (unpublished paper, University of Maryland, College Park, 1956), p. 293.

<sup>3</sup>Annual Report, loc. cit.

<sup>4</sup>Allen, loc. cit.

<sup>5</sup>M. C. Heckel, "Some Factors Associated with the Functions of a County 4-H Committee" (Master's thesis, Cornell University, Ithica, New York, 1956)

an appointment because they were asked by a committee or by the 4-H Club Agent.

In a study done by Eyestone concerning leadership tenure in ten Kansas counties, the highest dropout rate occurred among leaders who were asked to serve by the 4-H Club Advisory Committee and were simply voted on at a 4-H Club meeting.<sup>1</sup> The highest tenure was held by those leaders who were asked to serve by the Extension Agent or by a committee of club leaders. Eyestone further stated that no one best method of selecting leaders was indicated.

Studies made concerning the age of leaders offers various answers to the problem of leader turnover. Umberger's studies indicated that one-third of the rural leadership was conducted by leaders thirty-five to forty-five years of age.<sup>2</sup> Eyestone's and Allen's studies agreed that the time of greatest leadership activity was between the ages of thirty and forty-five years.

R. E. Kirch found that effective leaders tended to have children in 4-H and also tended to have children too young for 4-H Club work.<sup>3</sup> In Eyestone's study, 65 per cent of the active leaders indicated their children were in the program.<sup>4</sup>

In Allen's study, the median years of education of leaders ran from 9.1 to 12.1 years. The economic status of both the leaders and the non-leaders was found to be in the lower-middle and upper-lower class.

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<sup>1</sup>Cecil L. Eyestone, "Leadership Tenure of 4-H Community Leaders" (Master's report, Colorado State University, Fort Collins, 1958), p. 9.

<sup>2</sup>H. Umberger and H. M. Umberger, "Effective Leadership" (Kansas State College Extension Service, Manhattan, Kansas, 1951, Summarized in "Review of Extension Studies," January to June, 1951).

<sup>3</sup>R. E. Kirch, "An Exploratory Study, Setting a 'Benchmark' of Present Levels of Local 4-H Clubs Leadership in Twenty-two Counties of Michigan" (Michigan State University, East Lansing, 1961), p. 126.

<sup>4</sup>Eyestone, op. cit., p. 15.

The studies showed that parents with children in 4-H Club work tended to accept leadership roles more readily than those who did not. Allen found that the age of the children was apparently not a factor in continuance of club leadership. He found that parents having fewer than four children were more likely to continue leadership than those with more than four.

Allen stated that leaders were also active in other youth groups but when leadership was dropped, it represented a termination of all youth work. Two-thirds of the leaders who dropped out of 4-H Club work were not engaged in any other type of youth leadership.



## CHAPTER III

## PROCEDURES USED IN THE STUDY

This investigation was designed using the following procedures. An instrument was developed that requested information from 4-H parents whose children were active in 4-H Club work in Riley, Geary and Pottawatomie Counties. A random sample of parents in each county was selected from 4-H enrollment cards on file in the respective County Extension offices.

Questionnaires were mailed to fifty adults in Geary and Pottawatomie Counties and to one hundred adults in Riley County. This stratified sample was used because of the higher number of 4-H Club members in Riley County. The survey was sent to an equal number of men and women, but with no regard to place of residence.

Parents were classified into four separate groups. They were first classified into leader and non-leader groups to compare the leadership factor. The respondents were then classified into 4-H alumni and those who had not been former 4-H members.

Data secured from the sample were compiled into comparative tables and chi square was used to indicate significance at the .05 level.

## HYPOTHESES

Based on the literature studied, the following null hypotheses were developed:

- (a) Ages of parents had no influence on acceptance of voluntary 4-H leadership.
- (b) Educational level of parents had no influence on acceptance of voluntary 4-H leadership.

(c) The following various types of employment had no effect on 4-H leadership acceptance: laborer, semi-skilled, skilled, homemaking, farming and professional workers.

(d) Income level had no influence on acceptance of 4-H leadership.

(e) Leadership in community activities had no effect on the acceptance of 4-H leadership.

(f) Place of residence--farm, rural non-farm or urban--had no effect on 4-H leadership roles.

(g) The number of children in the family had no effect on the acceptance of 4-H leadership roles.

(h) Children of 4-H parents and 4-H parents' participation in other youth activities had no effect on 4-H leadership acceptance.

(i) Involvement in other Extension-affiliated groups by parents had no effect on 4-H leadership acceptance.

#### DEFINITIONS OF TERMS

The following definitions of terms were deemed necessary for the purpose of clarification:

4-H alumni - persons who were enrolled in the 4-H program between eight and twenty-one years of age.

4-H leaders - adults serving as community leaders or project leaders.

Farm residents - persons residing in a rural area and operating a farm enterprise.

Rural non-farm residents - persons living in a rural area and in small towns or suburbs of under 10,000 population but not living on and operating a farm enterprise.

Urban residents - persons living in urban areas of over 10,000 persons in population.

## CHAPTER IV

## ANALYSIS OF DATA

Two hundred questionnaires were sent to 4-H parents in Geary, Pottawatomie Counties, Kansas. These questionnaires were developed and sent during the month of March, 1966. One hundred and sixty-one of the questionnaires were returned, representing 80.5 per cent of the total sample of 4-H parents. The respondents included 95 women parents and 66 male parents whose children were currently enrolled in 4-H Club work.

Respondents were divided into four distinct classifications, distributed in the following manner:

	<u>Leaders</u>	<u>Non-leaders</u>	<u>Total</u>
Alumni	34	35	69
Non-alumni	<u>36</u>	<u>56</u>	<u>92</u>
Total	70	91	161

Chi square was utilized to determine statistical significance between the four classifications of parents and other variables. Eight null hypotheses were developed to test various factors. Rejection of the null hypothesis was at the .05 level of probability.

Age of 4-H Parents

There was no statistically significant relationship between age and status as 4-H alumni and 4-H leaders. Parents varied in age from a minimum of twenty-six years to a maximum of sixty years. Mean ages for the parents were distributed as follows:

	<u>Leaders</u>	<u>Non-leaders</u>
Alumni	42.1 years of age	39.3 years of age
Non-alumni	44.1 years of age	42.1 years of age

Forty-two years was the mean age for all parents. The youngest group of parents were 4-H alumni who were not 4-H leaders. 4-H leaders who were not former 4-H members were the oldest group of parents. Table I compares ages of 4-H parents in the study by leadership and 4-H alumni status. Apparently two-thirds of the parents who were leaders were between the ages of thirty-six to forty-five years. Umberger's findings were that one-third of the 4-H leadership was performed by this age group.<sup>1</sup>

#### Educational Level of 4-H Parents

Educational level of 4-H parents ranged from a low of eight years of school completed to a high of twenty years of formal education, as shown in Table II. A wide spread in education completed was found, but no significant differences were obtained between parents. One of every ten parents reported completing from eight to eleven years of school. Five of every ten parents indicated completion of high school, while approximately one out of ten had finished college work. The numbers and percentages for each grade level is shown in Appendix A, Table II.

#### Type of Employment for 4-H Parents

Statistically significant differences were found at the .01 level between leadership and type of employment as shown in Table III. No 4-H leaders reported being in the skilled or semi-skilled categories but approximately twenty

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<sup>1</sup>Umberger, loc. cit.



TABLE I  
 AGE OF PARENTS HAVING CHILDREN  
 ENROLLED IN 4-H CLUB WORK,  
 KANSAS, 1966

Classifi- cation of parents N=161	26 to 35		36 to 45		46 to 60		Total		Chi Square	Level of Signifi- cance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader										
Leader	6	8.6	44	62.8	20	28.6	70	100	4.242	Not Significant
Non-leader	17	18.6	56	61.5	18	19.7	91	100		
Experience as a 4-H Member										
4-H alumni	12	17.4	46	66.7	11	15.9	69	100	4.216	Not Significant
Non 4-H alumni	11	12.0	54	58.7	27	29.3	92	100		

TABLE II  
 GRADE REACHED IN SCHOOL BY 4-H PARENTS,  
 KANSAS, 1966

Classifi- cation of parents N=161	8 to 11		12		13 to 15		16 and more		Total		Chi Square	Level of Signifi- cance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader												
Leader	10	14.3	37	52.8	10	14.3	13	18.6	70	100	6.335	Not Signif- icant
Non-leader	7	7.7	51	56.0	24	26.4	9	9.9	91	100		
Experience as a 4-H Member												
4-H alumni	4	5.8	41	59.4	16	23.2	8	11.6	69	100	3.715	Not Signif- icant
Non 4-H alumni	13	14.1	47	51.1	18	19.6	14	15.2	92	100		



TABLE III  
 COMPARISON OF EMPLOYMENT FOR 4-H PARENTS,  
 KANSAS, 1966

Classification of parents N=161	Farmer		Semi-skilled and skilled		Professional		Home-maker		Total		Chi Square	Level of Significance
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent		
Status as a Leader												
Leader	25	35.7	0	0	7	10.0	38	54.3	70	100	14.826	.01
Non-leader	21	23.1	16	17.6	18.6	8.8	46	50.5	91	100		
Experience as a 4-H Member												
4-H alumni	18	26.1	6	8.7	3	4.3	42	60.9	69	100	5.361	Not significant
Non 4-H alumni	20	30.4	10	10.9	12	13.0	42	45.7	92	100		

per cent of the non-leader parents reported being employed in this manner.

Six different types of employment were listed in the questionnaire sent to 4-H parents. These were: farmer, homemaker, laborer, semi-skilled, skilled and professional worker. Some parents reported being in each of the classifications of employment with the exception of the laborer category. Five of ten leaders indicated that they were homemakers and one-third of the leaders reported being farmers.

Possible explanations for the low proportion of 4-H leaders in the skilled, semi-skilled and laborer classes of work were that: (1) Extension workers had not appealed to this class of worker through the 4-H program, (2) Extension workers had not worked extensively enough with the adult programs that include these classes of people, or (3) parents in these classifications were less likely to serve as 4-H leaders. Another finding in the study was that twelve per cent of the 95 women reported their occupation not as homemakers but as skilled, semi-skilled or professional workers.

#### Income Level of 4-H Parents

Income of 4-H parents was not found to be significantly related to service as a 4-H leader, as shown in Table IV, supporting the null hypothesis "Income level had no influence on acceptance of 4-H leadership." Neither was there a relationship for alumni.

One hundred forty-nine of the 161 parents responded to the question concerning income level. Net income for all parents ranged from less than \$3,000 per year to more than \$20,000 per year. Five out of ten parents reported net incomes of between \$5,000 and \$9,999. Twenty per cent of non-leaders had incomes of more than \$10,000 while only ten per cent of the 4-H leaders reported net incomes in excess of \$10,000.

TABLE IV  
 COMPARISON OF NET INCOME EARNED  
 BY 4-H PARENTS,  
 KANSAS, 1966

Classifi- cation of parents N=149	Under \$5,000		\$5,000 to \$9,999		\$10,000 and over		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader										
Leader	28	43.1	31	47.7	6	9.2	65	100	5.914	Not Significant
Non-leader	24	28.6	42	50.0	18	21.4	84	100		
Experience as a 4-H Member										
4-H alumni	25	38.5	32	49.2	8	12.3	65	100	1.492	Not Significant
Non 4-H alumni	27	32.1	41	48.8	16	19.1	84	100		

### Children in the 4-H Family

The children of the 4-H parents were classified into three groups: number of children in the family, number of children of 4-H age and number of children of 4-H age who were enrolled in 4-H Club work.

Number of children in the family. The number of children in the family was not statistically related to either acceptance of 4-H leadership or status as a 4-H alumni, as shown in Table V. Approximately one-fourth of the parents reported having one to two children, while one-half reported three to four children in the family. Nearly one-fourth reported having five or more children in the family.

Children of 4-H age. The number of children of 4-H age in families ranged from one to eight, but this variance was not found to be statistically related to acceptance of leadership roles by 4-H parents. Nearly sixty per cent of parents reported having one or two children of 4-H age, approximately twenty-five per cent of the parents reported three children and only fifteen per cent reported having four or more children of 4-H age.

4-H leaders had larger families. Twenty per cent indicated that they had four or more children compared to approximately ten per cent for non-leaders. Numbers and percentages of children of 4-H age were reported in Table VI.

Children enrolled in 4-H Club work. Differences in numbers of children enrolled in 4-H Club work were not statistically related to service as a 4-H leader. Table VII shows the number and percentages of children enrolled in 4-H Club work per family. Approximately thirty per cent of these non-leader parents, compared to less than twenty per cent of the leader parents, reported

TABLE V  
 NUMBER OF CHILDREN PER 4-H FAMILY,  
 KANSAS, 1966

Classifi- cation of parents N=161	1 to 2		3 to 4		5 or more		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader										
Leader	16	22.8	38	54.4	16	22.8	70	100	0.038	Not Significant
Non-leader	21	23.1	49	53.8	21	23.1	91	100		
Experience as a 4-H Member										
4-H alumni	18	26.1	37	53.6	14	20.3	69	100	0.885	Not Significant
Non 4-H alumni	19	20.7	50	54.3	23	25.0	92	100		



TABLE VI  
 NUMBER AND PER CENT OF CHILDREN  
 OF 4-H AGE (8 to 19 YEARS),  
 KANSAS, 1966

Classifi- cation of parents N=161	1 or 2		3		4 or more		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader										
Leader	40	57.1	17	24.3	13	18.6	70	100	1.950	Not significant
Non-leader	51	56.0	29	31.9	11	12.1	91	100		
Experience as a 4-H Member										
4-H alumni	37	53.6	22	31.9	10	14.5	69	100	0.799	Not significant
Non 4-H alumni	54	58.7	24	26.1	14	15.2	92	100		

TABLE VII

NUMBER OF CHILDREN ENROLLED  
IN 4-H CLUB WORK,  
KANSAS, 1966

Classifi- cation of parents N=161	1		2		3 or more		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader										
Leader	12	17.2	33	47.1	25	35.7	70	100	4.926	Not significant
Non-leader	29	31.9	39	42.9	23	25.2	91	100		
Experience as a 4-H Member										
4-H alumni	12	17.4	32	46.4	25	36.2	69	100	4.912	Not significant
Non 4-H alumni	29	31.5	40	43.5	23	25.0	92	100		



one child of 4-H age. More than thirty per cent of the leaders reported three or more children in the family compared to twenty-five per cent for the non-leader parents.

#### Place of Residence of 4-H Parents

Statistically significant differences for the residence factor were at the .01 level between leaders and non-leaders and at the .05 level between alumni and non-alumni parents, as shown in Table VIII.

4-H parents were classified into three areas of residence--farm, rural non-farm and urban. Seven out of every ten 4-H leaders resided on farms compared to approximately five out of ten non-leaders. About twenty-five per cent of the non-leader parents lived in the city compared to only six per cent of the 4-H leaders. Of the parents who resided on farms and rural non-farms, approximately fifty per cent were 4-H leaders. Parents residing in cities indicated that only sixteen per cent were leaders compared to eighty-four per cent who were not 4-H leaders, as shown in Table VIII. The number and ratio for the alumni and non-alumni were only slightly different than the leaders and non-leaders.

A possible explanation for the higher proportions of 4-H leaders residing on farms is that "traditionally" 4-H Club work has been rural in nature, drawing leaders from rural sources. 4-H Club membership has expanded into urban areas but the majority of 4-H leadership tends to remain in rural and rural non-farm areas. The Riley County Annual Statistical Report for 1965 showed that of 578 4-H members, 329, or fifty-seven per cent lived in rural non-farm or urban residences.<sup>1</sup>

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<sup>1</sup>1965 Annual Statistical Report of Riley County, Kansas, Extension Workers, p. 6.

TABLE VIII  
 NUMBER AND PERCENTAGES OF 4-H PARENTS,  
 BY PLACE OF RESIDENCE,  
 KANSAS, 1966

Classifi- cation of parents N=161	Farm		Rural non-farm		City		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader										
Leader	49	70.0	17	24.3	4	5.7	70	100	9.542	.01
Non-leader	50	54.9	20	22.0	21	23.1	91	100		
Experience as a 4-H Member										
4-H alumni	49	71.0	15	21.7	5	7.3	69	100	7.344	.05
Non 4-H alumni	50	54.4	22	23.9	20	21.7	92	100		

### Activities in Community Organized Groups Other Than 4-H Clubs

Questions concerning 4-H parents and their children were asked to determine children's membership in other youth groups, 4-H parents' leadership in other youth groups, 4-H parents' membership in other adult groups and 4-H parents' leadership in other adult groups. Categories concerning other youth groups were: church youth groups, Boy Scouts, Girl Scouts, school groups and other. Parents were then asked if they held active leadership positions in these other youth organizations.

Concerning other adult groups, parents were asked if they held memberships in the following organizations: church, civic, union, professional, Veterans of Foreign Wars, American Legion, school, fraternal and other affiliations. Parents were then requested to indicate active leadership in the adult groups.

Membership of children in other youth groups. Respondents indicated that a high percentage of their children held memberships in other youth groups, as shown in Table IX. Differences in numbers of memberships were not sufficient to be statistically significant between parents' classifications and the membership factor. Approximately eighty per cent of the children held memberships in one or more other youth groups. Apparently twenty per cent had no outside activities other than 4-H Club work.

Leadership of parents in other youth groups. 4-H parents' leadership in other youth groups was not found to be significantly different for the various classifications of parents, as shown in Table X. Approximately twenty-five per cent of parents held active leadership positions in other youth groups.

TABLE IX

MEMBERSHIP OF 4-H PARENTS' CHILDREN IN YOUTH GROUPS  
OTHER THAN 4-H CLUBS,  
KANSAS, 1966

Classifi- cation of parents N=161	Member		Not a member		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader								
Leader	57	81.4	13	18.6	70	100	1.060	Not significant
Non-leader	68	74.7	23	25.3	91	100		
Experience as a 4-H Member								
4-H alumni	54	78.3	15	21.7	69	100	0.023	Not significant
Non 4-H alumni	71	77.2	21	22.8	92	100		

TABLE X

4-H PARENTS' ACTIVE LEADERSHIP IN YOUTH GROUPS  
OTHER THAN 4-H CLUB WORK,  
KANSAS, 1966

Classification of parents N=161	Active leader		Not a leader		Total		Chi Square	Level of Significance
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent		
Status as a Leader								
Leader	20	28.6	50	71.4	70	100	0.375	Not significant
Non-leader	22	24.2	69	75.8	91	100		
Experience as a 4-H Member								
4-H alumni	16	23.2	53	76.8	69	100	0.525	Not significant
Non 4-H alumni	26	28.3	66	71.7	92	100		



Apparently, place of residence and type of employment were not involved in determining leadership in other youth groups.

4-H parents' membership in other adult organizations. One hundred forty-eight of the 161 parents, or nine of every ten, held memberships in adult organizations other than 4-H Clubs, as shown in Table XI. Differences were not found to be statistically significant between either leaders and non-leaders or between alumni and non-alumni for the adult membership factor. The adult participation in other groups was slightly higher than their children's membership in other youth groups. Nine of every ten adults held memberships in other adult organizations while approximately eight of ten of their children indicated memberships in other youth groups.

4-H parents' leadership role in other adult groups. Differences between 4-H leaders and non-4-H leaders were statistically significant at the .02 level for leadership in other adult groups, as shown in Table XII. Differences between 4-H alumni and those who were not former 4-H members were not statistically significant.

#### 4-H Parents' Membership and Leadership in Extension Groups

4-H parents were asked if they held membership in Extension groups such as: Home Demonstration Units, Artificial Breeding Associations, Dairy Herd Improvement Associations, Breed Associations, Farm Management Associations and others. Parents were also asked if they held active leadership positions on 4-H Club Advisory Committees, Agricultural Extension Councils and Agricultural Extension Council Executive Boards in their counties.

TABLE XI  
 COMPARISON OF 4-H PARENTS HAVING MEMBERSHIP  
 IN ORGANIZED GROUPS OTHER THAN 4-H CLUBS,  
 KANSAS, 1966

Classifi- cation of parents N=161	Member		Not a Member		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader								
Leader	66	94.3	4	5.7	70	100	0.980	Not significant
Non-leader	82	90.1	9	9.9	91	100		
Experience as a 4-H Member								
4-H alumni	65	94.2	4	5.8	69	100	0.872	Not significant
Non 4-H alumni	83	90.2	9	9.8	92	100		

TABLE XII

COMPARISON OF 4-H PARENTS' ACTIVE LEADERSHIP ROLE  
IN ORGANIZED GROUPS OTHER THAN 4-H CLUBS,  
KANSAS, 1966

Classifi- cation of parents N=161	Active leader		Not a leader		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader								
Leader	49	70.0	21	30.0	70	100	5.593	.02
Non-leader	47	51.7	44	48.3	91	100		
Experience as a 4-H Member								
4-H alumni	43	62.3	26	37.7	69	100	0.378	Not significant
Non 4-H alumni	53	57.6	39	42.4	92	100		

Parents' memberships in other Extension groups. Statistically significant differences were found between 4-H alumni and non-alumni and also between 4-H leaders and non-leaders when compared with membership in other Extension groups, as shown in Table XIII. Statistical differences were higher for the alumni factor (.01) than for the leadership factor (.05). This variable was found to be the only one in the entire study where the differences for the alumni factor were significantly higher than were those for the leadership factor. This may possibly be explained by the fact that former 4-H members had become acquainted with the other Extension groups during their membership in the 4-H Club program. Another factor is the rural nature of the sample and possible higher membership of those from rural areas.

Approximately five of every ten alumni indicated they held memberships in other Extension groups, while only three out of ten of the non-4-H alumni reported memberships. Parents who resided in urban areas would not have had the opportunity to participate in the Extension groups listed, with the exception of Home Demonstration Units, due to the agricultural nature of the other Extension groups.

4-H Club Advisory Committee membership. The statistical differences were significant at the .01 level between 4-H leaders and non-leaders, but not between 4-H alumni and non-alumni parents for the Advisory Committee membership factor, as shown in Table XIV. In reviewing the literature, it was found that the Advisory Committees were appointed with one of the specific duties being to secure leadership for the 4-H Clubs. This may possibly explain the highly significant differences between 4-H leaders and non-4-H leaders, because the Advisory Committee members may appoint themselves when other 4-H Club leadership is not secured. Three of every ten leaders

TABLE XIII

MEMBERSHIP OF 4-H PARENTS IN EXTENSION GROUPS  
OTHER THAN 4-H CLUB WORK,  
KANSAS, 1966

Classifi- cation of parents N-161	Member		Not a member		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader								
Leader	34	48.6	36	51.4	70	100	4.054	.05
Non-leader	30	33.0	61	67.0	91	100		
Experience as a 4-H Member								
4-H alumni	36	52.2	33	47.8	69	100	7.831	.01
Non 4-H alumni	28	30.4	64	69.6	92	100		



TABLE XIV

NUMBER AND PERCENTAGE OF 4-H PARENTS' SERVICE  
ON THE LOCAL 4-H CLUB ADVISORY COMMITTEE,  
KANSAS, 1966

Classifi- cation of parents N=161	Service		No service		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader								
Leader	21	30.0	49	70.0	70	100	6.964	.01
Non-leader	12	13.2	79	86.8	91	100		
Experience as a 4-H Member								
4-H alumni	16	23.2	53	76.8	69	100	0.561	Not significant
Non 4-H alumni	17	18.5	75	81.5	92	100		

indicated service on the Advisory Committee, compared to only about one of ten for the non-4-H leaders.

Service on the Extension Council. Statistical differences were significant at the .02 level for both leaders and alumni for service on the Extension Council, as shown in Table XV. Thirty per cent of the parents who were both 4-H leaders and former 4-H members reported service on the Extension Council. The remaining parent groups reported that less than fifteen per cent of their groups had served on the Extension Council. The parents who were both leaders and former 4-H members were the only combination that served to any degree in this category.

Service on the Extension Council Executive Board. Members of the Extension Council Executive Board are elected from the larger Extension Council. Therefore, service on the Executive Board might logically be related to service as a 4-H leader. This was not found to hold true since no statistically significant relationship was found between service on the Executive Board and 4-H leadership, as shown in Table XVI. Possible explanations for this finding may be that Kansas laws state that only nine persons per year may serve on the Extension Council Executive Board, thus limiting participation in any given county.

Although the relationship was not significant, the trend was toward higher participation for leaders who were former 4-H members than for the other classifications of parents.

#### 4-H Leadership by Spouse and Non-Leaders

Information was desired concerning whether or not the spouse of the parents answering the questionnaire were active leaders. Parents who were

TABLE XV

4-H PARENTS' SERVICE ON THE COUNTY  
AGRICULTURAL EXTENSION COUNCIL,  
KANSAS, 1966

Classifi- cation of parents N=161	Service		No service		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader								
Leader	21	30.0	49	70.0	70	100	5.830	.02
Non-leader	13	14.0	78	86.0	91	100		
Experience as a 4-H Member								
4-H alumni	21	30.0	48	70.0	69	100	6.232	.02
Non 4-H alumni	13	15.0	79	85.0	92	100		

TABLE XVI

4-H PARENTS' SERVICE ON THE EXTENSION  
COUNCIL EXECUTIVE BOARD,  
KANSAS 1966

Classifi- cation of parents N=161	Service		No service		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a Leader								
Leader	11	15.7	59	84.3	70	100	1.767	Not significant
Non-leader	8	8.8	83	91.2	91	100		
Experience as a 4-H Member								
4-H alumni	12	17.4	57	82.6	69	100	3.708	Not significant
Non 4-H alumni	7	7.6	85	92.4	91	100		

not now leaders were asked if they had been leaders at some time during their adulthood.

Spouse leadership. Statistically significant differences were found between leaders and non-leaders but not between alumni and non-alumni for spouse leadership, as shown in Table XVII. Approximately four of every ten leaders' spouses were reported to be 4-H leaders compared to only about two of every ten non-leaders' spouses.

Non-leaders' former service. Statistical differences at the .01 level, as shown in Table XVIII, indicated that 4-H alumni parents were giving service as 4-H leaders sometime during their adult life. The total number of parents who were alumni but no leaders was thirty-five. Of that number, more than forty per cent indicated they had been 4-H leaders at some time. The relatively high degree of participation of former members would seem to be exceptional for any youth group of this type.



TABLE XVII

COMPARISON OF 4-H PARENTS CONCERNING ACTIVE PARTICIPATION  
OF THE SPOUSE AS A 4-H LEADER,  
KANSAS, 1966

Classifi- cation of parents N=161	Active leader		Not a leader		Total		Chi Square	Level of Significance
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent		
Status as a leader								
Leader	31	44.3	39	55.7	70	100	8.155	.01
Non-leader	21	23.1	70	76.9	91	100		
Experience as a 4-H Member								
4-H alumni	25	36.2	44	63.8	69	100	0.844	Not significant
Non 4-H alumni	27	29.3	65	70.7	92	100		

TABLE XVIII

COMPARISON OF NON-ALUMNI VERSUS ALUMNI NON-LEADERS  
 HAVING PREVIOUS EXPERIENCES AS A 4-H LEADER  
 KANSAS, 1966

Classification of parents N = 91	Leaders		Not a leader		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Non-alumni parents	10	17.0	46	83.0	56	100
Alumni parents	15	43.0	20	57.0	35	100

Chi Square = 7.023  
 Significant at .01 level

## CHAPTER V

## SUMMARY AND CONCLUSIONS

## SUMMARY

The need for new information about leaders and leadership has been continually recognized in 4-H Club work because of the demand for many leaders to help organize, plan and teach in the program.

Information concerning the selection of leaders and the acceptance of leadership roles is varied, and reported in many different forms. This study about adults who accept leadership roles was felt to be important for better understanding of 4-H leaders in the continuing and expanding 4-H Club program.

Eight null hypotheses were developed to test various factors concerning 4-H parents and their acceptance of 4-H leadership roles. An instrument was developed that requested information from 4-H parents whose children were active in 4-H Club work in Riley, Geary and Pottawatomie Counties, Kansas.

Parents were selected by a random sample method and questionnaires were mailed to fifty adults in each Geary and Pottawatomie Counties and to one hundred adults in Riley County. The returned questionnaires were divided into leaders and non-leaders and 4-H alumni and non-4-H alumni. These leadership and alumni categories were not mutually exclusive. Comparative tables were developed and statistical significance tested between the variable and both the leadership and alumni factors.

There was no statistically significant relationship between age and status as 4-H alumni or as 4-H leaders. The mean age for all leaders was forty-two years with six of every ten parents being between thirty-six and

forty-five years of age. The null hypothesis "Ages of parents had no influence on acceptance of voluntary 4-H leadership" was supported.

Educational level of 4-H parents ranged from a low of eight years of school completed to a high of twenty years of formal education. Regardless of the wide spread in education completed, no significant differences were obtained between parents' classifications. The null hypothesis that "Educational level of parents had no influence on acceptance of voluntary 4-H leadership" was supported.

Statistically significant differences were found at the .01 level between 4-H leaders and non-4-H leaders for the employment factor. No statistically significant differences were found between alumni and those parents who were not former 4-H members. Of the six different types of employment listed, some parents were in each type with the exception of the laborer category. No 4-H leaders reported being in the skilled or semi-skilled categories while 20 per cent of the non-leaders reported being employed in this manner. Due to the differences in the percentages of 4-H parents in the skilled and semi-skilled categories, the null hypothesis "The following various types of employment had no effect on 4-H leadership acceptance: farming, laborer, semi-skilled, skilled, homemaking and professional worker" was rejected.

Income of 4-H parents was not found to be significantly related to service as a 4-H leader or to being a 4-H alumni. The null hypothesis "Income level had no influence on acceptance of 4-H leadership" was supported. Incomes of parents ranged from under \$3,000 per year to a maximum of more than \$20,000 per year. The majority of parents reported net incomes of between \$5,000 and \$9,999 per year.

The variable concerning the children of 4-H parents was divided into three parts: number of children in the family, number of children of 4-H age

and number of children of 4-H age who were enrolled in 4-H Club work. None of the separate variables was found to be statistically significant when compared with the leadership or alumni factor. The null hypothesis "The number of children in the family had no effect on the acceptance of 4-H leadership roles" was supported. One-half of the parents reported three or four children in the family. Six out of ten parents had one or two children of 4-H age. Approximately five of ten parents indicated having two children who were enrolled in the 4-H Club program.

Statistically significant differences for the place of residence factor were found at the .01 level between leaders and non-leaders and at the .05 level between alumni and non-alumni parents. The null hypothesis "Place of residence--farm, rural non-farm or urban--had no effect on 4-H leadership acceptance" was not supported. Seventy per cent of the 4-H leaders resided on farms compared to fifty per cent of the non-leaders. Of the parents who lived in cities, only sixteen per cent were 4-H leaders. The ratio for the alumni and non-alumni parents was only slightly different than that for the leaders and non-leaders.

Children and adults' participation in other youth activities was not found to be statistically significant between leadership and non-leadership or between 4-H alumni and non-4-H alumni. The null hypothesis "Children and adults' participation in other youth activities had no effect on the acceptance of 4-H leadership roles" was supported. Parents reported that eighty per cent of their children held memberships in other youth groups but only twenty per cent of the parents held active leadership roles in youth groups other than 4-H Clubs.

Ninety per cent of the parents held memberships in adult organizations. Statistically significant differences were found at the .02 level between



4-H leaders and non-leaders. No significant differences were found between 4-H alumni and non-alumni. The null hypothesis "Leadership in community activities had no effect on the acceptance of 4-H leadership" was not supported. Seventy per cent of the 4-H leaders reported they held active leadership positions in adult groups while fifty per cent of the non-leaders reported leadership in these groups.

Differences were found to be statistically significant between 4-H alumni and non-alumni and also between 4-H leaders and non-4-H leaders for the factor concerned with membership in Extension groups. The null hypothesis "Involvement in other Extension groups by parents had no effect on 4-H leadership acceptance" was not supported. Fifty per cent of the 4-H alumni indicated they held memberships in other Extension groups while only thirty per cent of the non-alumni reported such memberships. The Extension membership factor was the only case in which the alumni factor was more significant than was the leadership factor.

Three separate questions concerning 4-H Club Advisory Committee membership, Extension Council membership and Extension Council Executive Board membership were asked of the parents to determine the effectiveness of 4-H leaders and 4-H alumni in these positions. Statistically significant differences were found for the 4-H Club Advisory Committee membership between 4-H leaders and non-leaders but not for alumni and non-alumni parents. For the Extension Council factor, both the leadership and alumni factors were found to be statistically significant. The Executive Board factor was not significant for either the leadership or the alumni factor.

Questions concerning spouse participation as leaders and former leadership experiences of non-leaders were asked to determine total participation of 4-H parents in long-time 4-H leadership. Leadership by leaders' spouse

was significantly higher than for the non-leader's spouse. Concerning non-leaders' former service, statistically significant differences were found for 4-H alumni. Seventy per cent of the parents in the entire sample who were former 4-H members had at some time during their adult life been 4-H Club leaders.

#### CONCLUSIONS

The conclusions reached as a result of this study were:

(1) That further study is indicated concerning differences in various type of employment and their relationship to 4-H leadership. A possible use might be made of skilled and semi-skilled parents as project leaders, e.g., carpenters as wood working leaders.

(2) That further studies are needed concerning rural residents and urban residents to determine why urban residents are not participating in 4-H leadership as actively as rural residents.

(c) That further studies are indicated to determine why urban parents participate as leaders in youth groups other than 4-H Clubs but are not as active in 4-H leadership.

(4) That further studies are indicated to determine why 4-H leaders participate more actively in leadership roles in other adult groups than do non-4-H leaders.

(5) That further studies are indicated to determine why 4-H alumni were more active in Extension groups than were non-4-H alumni.

(6) That further studies are indicated to determine why 4-H leaders were more active in 4-H Club Advisory Committee membership than were non-4-H leaders.

(7) That further studies are indicated to determine how 4-H leaders and 4-H alumni compare with persons who were not affiliated with the 4-H Club programs concerning service on the Agricultural Extension Council.

(8) That further studies are indicated to determine what can be done to increase the tenure of the 4-H alumni parents in 4-H leadership roles.

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**APPENDIX**

TABLE I  
 AGE OF PARENTS HAVING CHILDREN  
 ENROLLED IN 4-H CLUB WORK,  
 KANSAS, 1966

Classification of parents N=161	26 to 35		36 to 45		46 to 60		Total	
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent
Leader alumni	3	8.8	24	70.6	7	20.6	34	100
Leader non-alumni	3	8.3	20	55.6	13	36.1	36	100
Non-leader alumni	9	25.7	22	62.9	4	11.4	35	100
Non-leader non-alumni	8	14.3	34	60.7	14	25.0	56	100

Chi Square = 10.696  
 Not significant

TABLE II  
 GRADE REACHED IN SCHOOL BY 4-H PARENTS,  
 KANSAS, 1966

Classification of parents N=161	8		9		10		11		12		13		14		15		16		17		18		*	20		Total		
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent
Leader alumni	1	2.9	1	2.9	0	-	0	-	19	55.9	4	11.8	1	2.9	2	5.9	4	11.8	2	5.9	0	-	0	-	0	-	34	100
Leader non-alumni	5	13.9	1	2.8	1	2.8	1	2.8	18	50.0	0	-	2	5.5	1	2.8	7	19.4	0	-	0	-	0	-	0	-	36	100
Non-leader alumni	1	2.9	1	2.9	0	-	0	-	22	62.8	5	14.3	2	5.7	2	5.7	2	5.7	0	-	0	-	0	-	0	-	35	100
Non-leader non-alumni	2	3.6	1	1.8	0	-	2	3.6	29	51.8	6	10.7	6	10.7	3	5.3	4	7.1	1	1.8	1	1.8	1	1.8	1	1.8	56	100

\* No respondents to grade level 19.



TABLE III

COMPARISON OF EMPLOYMENT FOR 4-H PARENTS,  
KANSAS, 1966

Classification of parents N=161	Farmer		Semi-skilled		Skilled		Professional		Homemaker		Total	
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num ber	Per cent	Num- ber	Per cent
Leader alumni	11	32.4	0	-	0	-	3	8.8	20	58.8	34	100
Leader non-alumni	14	38.9	0	-	0	-	4	11.1	18	50.0	36	100
Non-leader alumni	7	20.0	3	8.6	3	8.6	0	-	22	62.8	35	100
Non-leader non-alumni	14	25.0	3	5.4	7	12.5	8	14.3	24	42.8	56	100

TABLE IV  
 COMPARISON OF NET INCOME EARNED  
 BY 4-H PARENTS,  
 KANSAS, 1966

Classification of parents N = 149	Under \$5,000		\$5,000 to \$9,999		\$10,000 and over		Total	
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent
Leaders alumni	14	45.2	14	45.2	3	9.6	31	100
Leaders non-alumni	14	41.2	17	50.0	3	8.8	34	100
Non-leaders alumni	11	32.4	18	52.9	5	14.7	34	100
Non-leaders non-alumni	13	26.0	24	48.0	13	26.0	50	100

Chi Square = 7.613  
 Not significant

TABLE V  
 NUMBER OF CHILDREN PER 4-H FAMILY,  
 KANSAS, 1966

Classification of parents N=161	1 to 2		3 to 4		5 or more		Total	
	Num- ber	Per cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per cent
Leader alumni	9	26.5	20	58.8	5	14.7	34	100
Leader non-alumni	7	19.4	18	50.0	11	30.6	36	100
Non-leader alumni	9	25.7	17	48.6	9	25.7	35	100
Non-leader non-alumni	12	21.4	32	57.2	12	21.4	56	100

Chi Square = 3.210  
 Not significant

TABLE VI  
 NUMBER AND PER CENT OF CHILDREN  
 OF 4-H AGE (8 to 19 YEARS),  
 KANSAS, 1966

Classification of parents N=161	1 or 2		3		4 or more		Total	
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent
Leader alumni	19	55.8	10	29.4	5	14.8	34	100
Leader non-alumni	21	58.3	7	19.4	8	22.3	36	100
Non-leader alumni	18	51.4	12	34.3	5	14.3	35	100
Non-leader non-alumni	33	58.9	17	30.3	6	11.3	56	100

Chi Square = 3.469  
 Not significant

TABLE VII  
 NUMBER OF CHILDREN ENROLLED  
 IN 4-H CLUB WORK,  
 KANSAS, 1966

Classification of parents N=161	1		2		3 or more		Total	
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent
Leader alumni	5	14.7	15	44.1	14	41.2	34	100
Leader non-alumni	7	19.4	18	50.0	11	30.6	36	100
Non-leader alumni	7	20.0	17	48.6	11	31.4	35	100
Non-leader non-alumni	22	39.3	22	39.3	12	21.4	56	100

Chi Square = 9.854  
 Not significant



TABLE VIII  
 NUMBER AND PERCENTAGES OF 4-H PARENTS,  
 BY PLACE OF RESIDENCE,  
 KANSAS, 1966

Classification of parents N=161	Farm		Rural non-farm		City		Total	
	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent
Leader alumni	25	73.5	8	23.5	1	3.0	34	100
Leader non-alumni	24	66.7	9	25.0	3	8.3	36	100
Non-leader alumni	24	68.6	7	20.0	4	11.4	35	100
Non-leader non-alumni	26	46.4	13	23.2	17	30.4	56	100

Chi Square = 16.4379  
 Significant at .05 level

TABLE IX

MEMBERSHIP OF 4-H PARENTS' CHILDREN IN YOUTH GROUPS  
OTHER THAN 4-H CLUBS,  
KANSAS, 1966

Classification of parents N=161	Member		Not a member		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Leader alumni	26	76.5	8	23.5	34	100
Leader non-alumni	31	86.1	5	13.9	36	100
Non-leader alumni	28	80.0	7	20.0	35	100
Non-leader non-alumni	40	71.4	16	28.6	56	100

Chi Square = 3.168  
Not significant

TABLE X

4-H PARENTS' ACTIVE LEADERSHIP IN YOUTH GROUPS  
OTHER THAN 4-H CLUB WORK,  
KANSAS, 1966

Classification of parents N=161	Active leader		Not a leader		Total	
	Number	Percent	Number	Percent	Number	Percent
Leader alumni	9	26.5	25	73.5	34	100
Leader non-alumni	11	30.6	25	69.4	36	100
Non-leader alumni	7	20.0	28	80.0	35	100
Non-leader non-alumni	15	26.8	41	73.2	56	100

Chi Square = 1.2119  
Not significant

TABLE XI

COMPARISON OF 4-H PARENTS HAVING MEMBERSHIP  
IN ORGANIZED GROUPS OTHER THAN 4-H CLUBS,  
KANSAS, 1966

Classification of parents N=161	Member		Not a member		Total	
	Number	Percent	Number	Percent	Number	Percent
Leader alumni	32	94.1	2	5.9	34	100
Leader non-alumni	34	94.4	2	5.4	36	100
Non-leader alumni	33	94.3	2	5.7	35	100
Non-leader non-alumni	49	87.5	7	12.5	56	100

Chi Square = 2.808  
Not significant

TABLE XII

COMPARISON OF 4-H PARENTS' ACTIVE LEADERSHIP ROLE  
IN ORGANIZED GROUPS OTHER THAN 4-H CLUBS,  
KANSAS, 1966

Classification of parents N=161	Active leader		Not a leader		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Leader alumni	25	73.5	9	26.5	34	100
Leader non-alumni	24	66.7	12	33.3	36	100
Non-leader alumni	18	51.4	17	48.6	35	100
Non-leader non-alumni	29	51.8	27	48.2	56	100

Chi Square = 5.857  
Not significant



TABLE XIII

MEMBERSHIP OF 4-H PARENTS IN EXTENSION GROUPS,  
OTHER THAN 4-H CLUB WORK,  
KANSAS, 1966

Classification of parents N=161	Member		Not a member		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Leader alumni	20	58.8	14	41.2	34	100
Leader non-alumni	14	38.9	22	61.1	36	100
Non-leader alumni	16	45.7	19	54.3	35	100
Non-leader non-alumni	14	25.0	42	75.0	56	100

Chi Square = 10.752  
Significant at .05 level

TABLE XIV  
 NUMBER AND PERCENTAGE OF 4-H PARENTS' SERVICE  
 ON LOCAL 4-H CLUB ADVISORY COMMITTEE,  
 KANSAS, 1966

Classification of parents N=161	Service		No service		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Leader alumni	10	29.4	24	70.6	34	100
Leader non-alumni	11	30.5	25	69.5	36	100
Non-leader alumni	6	17.1	29	82.9	35	100
Non-leader non-alumni	6	10.7	50	89.3	56	100

Chi Square = 7.5135  
 Not significant

TABLE XV

4-H PARENTS' SERVICE ON THE COUNTY  
 AGRICULTURAL EXTENSION COUNCIL,  
 KANSAS, 1966

Classification of parents N=161	Service		No service		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Leader alumni	14	41.1	20	58.9	34	100
Leader non-alumni	7	19.4	29	80.6	36	100
Non-leader alumni	7	20.0	28	80.0	35	100
Non-leader non-alumni	6	10.7	50	89.3	56	100

Chi Square = 11.5085  
 Significant at .01 level

TABLE XVI  
 4-H PARENTS' SERVICE ON THE EXTENSION  
 COUNCIL EXECUTIVE BOARD,  
 KANSAS, 1966

Classification of parents N=161	Service		No service		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Leader alumni	8	23.5	26	76.5	34	100
Leader non-alumni	3	8.3	33	91.7	36	100
Non-leader alumni	4	11.4	31	88.6	35	100
Non-leader non-alumni	4	7.1	52	92.9	56	100

TABLE XVII  
 COMPARISON OF 4-H PARENTS CONCERNING ACTIVE PARTICIPATION  
 OF THE SPOUSE AS A 4-H LEADER,  
 KANSAS, 1966

Classification of parents N=161	Active leader		Not a leader		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Leader alumni	17	50.0	17	50.0	34	100
Leader non-alumni	14	38.9	22	61.1	36	100
Non-leader alumni	8	22.9	27	77.1	35	100
Non-leader non-alumni	13	23.2	43	76.8	56	100

Chi Square = 8.6499  
 Significant at .05 level



A STUDY OF FACTORS RELATED TO ACCEPTANCE OF L-H LEADERSHIP ROLES  
BY L-H PARENTS IN THREE KANSAS COUNTIES

by

JIMMIE W. SMITH

B. S., Kansas State University, 1954

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AN ABSTRACT OF A MASTER'S THESIS

submitted in partial fulfillment of the

requirements for the degree

MASTER OF SCIENCE

College of Education

KANSAS STATE UNIVERSITY  
Manhattan, Kansas

1961

## ABSTRACT

This study compared factors that were related to acceptance of 4-H leadership responsibilities by 4-H parents and the relationship of having been a 4-H member to these factors.

Data were compiled from a random sample of 4-H parents in three Kansas Counties—Geary, Pottawatomie and Riley. Of the two hundred parents, eighty and five tenths per cent responded to the questionnaire that was sent to them. Responses were tabulated by classifying them into either leaders and non-leaders or 4-H alumni and non 4-H alumni. Chi square was used as the statistical tool with rejection at the .05 level.

The mean age for all parents was found to be forty-two years. The ages of parents had no apparent influence on acceptance of voluntary 4-H leadership.

Educational level of 4-H parents ranged from a low of eight years of school completed to a high of twenty years of formal education. This widespread educational level of parents was not related to acceptance of voluntary 4-H leadership.

4-H parents reported having the following types of employment: farming, semi-skilled, skilled, homemaking and professional worker. Significant differences were found for the employment factor. 4-H leaders were present to a significantly greater degree in the farming and homemaker categories than in the other categories.

The majority of parents reported net incomes of between \$5,000 and \$9,999 per year. The income of parents was not related to acceptance of 4-H leadership.

The variable concerning the children of 4-H parents was divided into three parts: number of children in the family, number of children of 4-H age and number of children of 4-H age who were enrolled in 4-H Club work. None of these variables concerning children were related to the acceptance of 4-H leadership roles.

Seventy per cent of the 4-H leaders resided on farms, compared to fifty per cent of the non-leaders. Of the parents who lived in cities of 10,000 or more, only sixteen per cent were 4-H leaders. The place of residence had a highly significant relationship with acceptance of 4-H leadership.

Parents reported that eighty per cent of their children held memberships in other youth groups, but only twenty per cent of the parents held active leadership roles in youth groups other than 4-H Clubs. Ninety per cent of the parents held memberships in adult organizations. Seventy per cent of the 4-H leaders reported they held active leadership positions in adult groups, while fifty per cent of the non-leaders reported leadership in these groups.

Fifty per cent of the 4-H alumni parents indicated that they held membership in other Extension affiliated groups such as Home Demonstration Units, Farm Management Associations, Breed Associations and others.

Three separate questions concerning 4-H Club Advisory Committee membership, Extension Council membership and Extension Council Executive Board membership were asked of the parents to determine the participation of 4-H leaders and 4-H alumni in these positions.

4-H leaders were significantly more active in 4-H Club Advisory Committee membership than were non-leaders. Both 4-H leaders and 4-H alumni were significantly more active on County Extension Councils. No significant differences were found between parents concerning service on Extension Council Executive Boards.

To determine long-time 4-H leadership, questions were asked of parents concerning whether their spouse had been, or was currently, a 4-H leader. 4-H leaders had a significantly higher percentage of their spouse as 4-H leaders. The alumni factor was not significant concerning spouse leadership.

Concerning non-leaders' former service as a leader, seventy per cent of the 4-H alumni in the sample said they either were or had been 4-H leaders. This was significantly higher than for the non 4-H alumni.

In summary, the results of the study were as follows: place of residence and type of employment were the two factors significantly related to status as a 4-H leader. Age, educational level, income and number of children in the family had no apparent effect on whether parents were leaders.

4-H leadership was related to leadership in adult groups other than 4-H but not membership in these groups.

4-H leaders and 4-H alumni were found to have significantly more memberships in other Extension groups, 4-H Club Advisory Committees and the Extension Council.

The spouse of the 4-H leader was found to be more active as a 4-H leader than was the spouse of the non-leader.

Parents who had been 4-H members were giving more leadership as an over-all group than were the non-alumni parents.