A STUDY TO ASSESS THE LEVEL OF JOB SATISFACTION AMONG ASHA WORKERS OF WAGHODIA TALUKA

Mrs. Ruhi Varghese¹, Mr. Swamy PGN.², Ms. Jigisha Chaudhari³

¹Assistant professor, Department of community health nursing, Sumandeep College of nursing, Waghodia, Vadodara, Gujarat, India
²Head of department/assistant professor, Department of community health nursing, Sumandeep College of nursing, Waghodia, Vadodara, Gujarat, India
³Final year M.Sc. Nursing, Sumandeep college of nursing, Piparia, Waghodia, Vadodara, Gujarat, India
Email - jigishachaudhari4@gmail.com

Abstract: Job satisfaction of the ASHA worker naturally depends on the economically, social and cultural conditions. ASHA worker who cannot get a sufficient wage will face with the problem of maintaining his or her family’s life. This problem puts the ASHA worker far from being satisfied. ASHAs have expressed dissatisfaction with the incentives and expectations of better or regular pay. The aim of the study is to assess the level of job satisfaction among ASHA workers and to find association between level of job satisfaction with selected demographic variable. A Survey research approach with descriptive research design was used. The sampling technique was Non-probability purposive sampling. The participants were ASHA workers of Waghodia taluka who working under the Dhiraj General Hospital. Those ASHA workers who had agreed willingly to participate in the study, data taken from them. A total of 100 ASHA workers were assessed in terms of inclusion criteria. Data was collected by using practice checklist. The rating score under 1-10 is considered as level of job dissatisfaction and 11-20 was considered as level of job satisfaction. Data was analysed by using descriptive & inferential statistics. In that frequency, mean, SD, & Chi square test were included. The data was also presented in graphically. There were 25% ASHA workers dissatisfied with their job and 75% ASHA workers satisfied with their job. There is not significant association between level of job satisfaction and demographic variables. The data was interpreted by suitable and appropriate statistical methods. It concluded that large number of ASHA workers were satisfied with their working condition and there by satisfied with their job.

Key Words: ASHA worker, Assess, Job satisfaction, Variable.

1. INTRODUCTION:
The Government of India launched National Rural Health Mission (NRHM) in 2005 to address the health needs of rural population, especially the vulnerable section of the society. With the launch of NRHM, the government of India proposed Accredited Social Health Activist (ASHA) to act as the interface between the community and the public health system. One of the key components of the National Rural Health Mission is to provide every village in the country with a trained female community health activist known as Accredited Social Health Activist (ASHA) who is selected from the same village and cover the population of 1000. However, this norm can be relaxed in the hilly and tribal areas depending on the local situations. ASHA will be the first port of call for any health related demands of deprived sections of the population, especially women and children, who find it difficult to access health services. ASHAs have expressed dissatisfaction with their job and 75% ASHA workers satisfied with their job. There is not significant association between level of job satisfaction and demographic variables. ASHAs will create awareness on health and its social determinants and mobilize the community towards local health planning and increased utilization and accountability of the existing health services. Her responsibility is prevention of diseases and promotion of good health. However she will also provide a minimum package of curative care as appropriate and feasible for that level and make timely referrals. Government of India has set up certain indicators for monitoring ASHAs which are mainly process, outcome and impact indicators.

Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one’s job an affective reaction to one’s job. It is simply how people feel about their jobs and different aspects of the job, the extent to which people satisfaction or dissatisfaction their job. It suggests that job satisfaction is an important indicator of how employees feel about their jobs. A major part of man’s life is spent in work which is a social reality and social expectation to which man seem to confirm. Even then only economic motive has never satisfied men. It is always of greater interest to know why men work and at which level and how he/she satisfied with the job.

2. OBJECTIVES:
- To assess the level of job satisfaction among ASHA workers.
- To assess the significant association between job satisfaction among ASHA workers with selected demographic variables.

3. HYPOTHESIS:
H1: There will be significant association in the level of job satisfaction among ASHA workers with their selected demographic variables.

4. OPERATIONAL DEFINITIONS:
Assess: In this study assess means to find out the level of job satisfaction among ASHA workers.
ASHA: Accredited Social Health Activists (ASHA) is community health workers instituted by the government of India’s Ministry of Health and family welfare as a part of the National Rural Health Mission.
Job Satisfaction: Job satisfaction refers to the working environment of the workers as terms of remuneration, leave policy, workload etc.

5. ASSUMPTION:
ASHA workers will be satisfied by the nature of their work during their service.

6. MATERIAL AND METHOD:
6.1 VARIABLES
Variables are qualities, properties, or characteristics of person, things, or situation that change or vary. Variables are classified based on their nature, action, and effect on the variables. Based on the objectives of the study, the major variables are identified.

6.2 RESEARCH VARIABLES
The variable that is believed to cause an influence on dependent variables, the research variable in this study is job satisfaction of ASHA workers.

6.3 SAMPLE AND SAMPLING TECHNIQUE
The sampling technique used for the study is non probability purposive sampling technique according to inclusive criteria as well as availability of samples from Waghoria taluka.

6.4 SAMPLE SIZE
The sample of the study comprised of 100 ASHA workers of Waghoria taluka.

6.5 TOOL FOR DATA COLLECTION
Section: A: - Demographic tool for data collection.
Section: B: - Check list to assess job satisfaction among ASHA workers.

7. RESULTS AND DISCUSSION:
The Analysis of the obtained data was planned based on the objective and hypothesis of the study. Both descriptive and inferential statistics were used for data analysis. Descriptive statistics used were frequency and percentage. Inferential statistics used were chi square test to find out association between selected socio demographic variable with checklist score.

Socio demographic characteristics of the participants:
- The age groups of the participants were as follows, 1% participant belongs to age group of 20-25 years, 20% participants belongs to age group of 26-30 years, 29% participants belongs to age group of 31-35 years & 50% participant belongs to age group above 35 years.
- Regarding PHC where they belonged to, 28% ASHA workers were working with Waghoria PHC, 25% ASHA workers working with Asoj PHC, 23% ASHA workers working with Rustampura PHC, 24% ASHA workers working with Goraj PHC.
- Regarding religion of the participants, majority of participants in each group belong to Hindu religion 94% While 4% participants were from Muslim religion. Whereas relatively small proportion 2% of were Christian religion.
- Regarding Marital status of the participants were as follows, 94% ASHA workers were married, 3% of ASHA workers were divorced & 3% of ASHA workers were Widows.
- According to year of experience of the participants, 2% of ASHA workers had experience of 0-1 year, 6% of ASHA workers had 1-2 years of experience. 23% of ASHA workers had experience between 2-3 years, and 69% of ASHA workers had above 3 years of experience.

Level of job satisfaction of the participants:
- According to this study, 25% of ASHA workers were dissatisfied with their job and 75% of ASHA workers were satisfied with their job.
SECTION-1
Association between job satisfaction with selected demographic variables.
- The association between level of job satisfaction with selected demographic variable with the use of chi square test, in that value of age and year of experience was found value more then at the 0.05 level, so there will be significant association between these variables and job satisfaction. In the value of PHC, religion, marital status was found value less then at the 0.05 level, so there will be not significant association between these variables and job satisfaction. level of job satisfaction.

1: Classification of participants by level of job satisfaction.

<table>
<thead>
<tr>
<th>Level of job satisfaction</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dissatisfied</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Satisfied</td>
<td>75</td>
<td>75</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Table 1 shows that level of job satisfaction shows that, 25% of ASHA workers dissatisfied with their job and 75% of ASHA workers satisfied with their job.

![Graph showing level of job satisfaction](Image)

SECTION-2
Association between selected demographic variables and job satisfaction among ASHA workers.

Checklist scores of sample no. 1-100
In ascending order: 14+14 = 28/2

<table>
<thead>
<tr>
<th>Sr. no</th>
<th>Variables</th>
<th>Scores which falls at Median and Above</th>
<th>Scores which falls below the Median</th>
<th>Total</th>
<th>Df</th>
<th>X²</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Age (in years)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>20-25</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>12.3</td>
<td>S</td>
</tr>
<tr>
<td></td>
<td>26-30</td>
<td>13</td>
<td>6</td>
<td>19</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>31-35</td>
<td>17</td>
<td>12</td>
<td>29</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>&gt;35</td>
<td>22</td>
<td>29</td>
<td>51</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>53</td>
<td>47</td>
<td>100</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>PHC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Waghodia</td>
<td>18</td>
<td>10</td>
<td>28</td>
<td>3</td>
<td>4.41</td>
<td>NS</td>
</tr>
<tr>
<td></td>
<td>Asoj</td>
<td>13</td>
<td>12</td>
<td>25</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rustampura</td>
<td>8</td>
<td>15</td>
<td>23</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Goraj</td>
<td>12</td>
<td>12</td>
<td>24</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>51</td>
<td>49</td>
<td>100</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Religion</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hindu</td>
<td>46</td>
<td>48</td>
<td>94</td>
<td>3</td>
<td>2.92</td>
<td>NS</td>
</tr>
</tbody>
</table>
The association between level of job satisfaction with selected demographic variable with the use of chi square test, in that value of age and year of experience was found value more then at the 0.05 level, so there will be significant association between these variables and job satisfaction. In the value of PHC, religion, marital status was found value less then at the 0.05 level, so there will be not significant association between these variables and job satisfaction.

8. ACKNOWLEDGEMENT:
First and foremost, to the Almighty God, for His love and blessing; for giving me enough power and grace to face all the hardship throughout the study. To Him be all glory and praise!!

I Miss Jigisha Chaudhari the proponent of this study would like to extend warmest gratitude to all the people who made the success of this undertaking a reality. This research could not have been completed without the support and guidance of numerous individuals.

I am immensely thankful to Dr. V. P. Singh, the Vice chancellor, for giving me an opportunity to undertake the post graduation course in this esteemed institution, and comments have always been a source of inspiration.

I extend my sincere thanks to Prof. Mr. Ravindra H. N., Principal, Sumandeep Nursing College, Piparia, Vadodara for his scrutinizing skill, expert guidance and comments have always been a source of inspiration.

My heartfelt thanks with sincere gratitude and respect to my guide Mrs. Ruhi Varghese, Assistant Professor, Department of Community Health Nursing at Sumandeep Nursing College for the invaluable time, knowledge, expert guidance, constant encouragement, patience, personal interest and effort rendered to me. Her motivating words, living attitude and valuable suggestions have laid foundation for building up the present study.

It gives me great to express my sincere thanks to Co-guide Professor Mr. Swami P.G.N., Head of Department of Community Health Nursing, for his vigilant supervision, open nature and valuable suggestions. My grateful acknowledgement is extended to Dr. A. K. Seth, Dean of Research Director And Dr. Niraj Pandit, Deputy Research Director of Sumandeep Vidyapith University, Vadodara, for the ethical approval to conduct instructions guidance and timely help rendered during the course of this thesis.

I express my deepest gratitude to my Class co-ordinator, Mr. Suresh Velumani, Head of Department of Mental Health Nursing and all faculty members of Sumandeep Nursing College. Special thanks to Mr. Nirmal Raj for their valuable help, and entiring support in all the difficulties faced during the study.

I am highly obligated to My Loving Parents, Dansingbhai Chaudhari & Varshaben Chaudhari and My loving Sister Bhavika & Brother Akash for their encouragement, support and for simply being there, without which I could not be able to complete the study successfully.

Last but not the least I am grateful to all of the gratitude and pleasure for the achievement of this task is always be shared in completion of this study.

REFERENCES:
4. PMID: 17689435 [PubMed - indexed for MEDLINE]

WEB REFERENCES:
- www.nrhm.org.in
- https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4789362/