

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

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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.¹ 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.²

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.⁵

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 Waghodia taluka.

6.4 SAMPLE SIZE

The sample of the study comprised of 100 ASHA workers of Waghodia 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 Waghodia PHC, 25% ASHA workers working with Asoj PHC, 23% ASHA workers working with Rustapura 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.

Level of job satisfaction	Frequency	Percentage (%)
Dissatisfied	25	25
Satisfied	75	75
Total	100	100

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.



Figure :1:- Classification of participants by level of job satisfaction.

SECTION-2

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

Checklist scores of sample no. 1-100

In ascending order:

$$14+14 = 28/2$$

$$\text{Median} = 14$$

Sr. no	Variables	Scores which falls at Median and Above	Scores which falls below the Median	Total	Df	X ²	Level of signifi cance
1	Age (in years)				3	12.3	S
	20-25	1	0	1			
	26-30	13	6	19			
	31-35	17	12	29			
	>35	22	29	51			
	Total	53	47	100			
2	PHC				3	4.41	NS
	Waghodia	18	10	28			
	Asoj	13	12	25			
	Rustapura	8	15	23			
	Goraj	12	12	24			
	Total	51	49	100			
3	Religion				3	2.92	NS
	Hindu	46	48	94			

	Muslim	3	1	4			
	Christian	2	0	2			
	Others	0	0	0			
	Total	51	49	100			
4	Marital Status				3	0.66	NS
	Married	48	46	94			
	Unmarried	0	0	0			
	Divorced	1	2	3			
	Widow	2	1	3			
	Total	51	49	100			
5	Year of Experience				3	7.20	S
	0 to 1	2	0	2			
	1 to 2	3	2	5			
	2 to 3	12	12	24			
	>3	34	35	69			
	Total	51	49	100			

➤ 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 than 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 than at the 0.05 level, so there will be not significant association between these variables and job satisfaction.

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