

JOB SATISFACTION OF THE LADY VETERINARY SURGEONS OF ANIMAL HUSBANDRY DEPARTMENT OF KERALA*

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The demographic profile of the Animal Husbandry Department of Kerala has been swiftly changing in recent times. More and more lady veterinarians are joining the profession and presently they are almost one-fifth of the total veterinarians working in the department. Apart from rendering routine clinical services both at veterinary hospital and door-step of livestock owners they are actively involved in the planning and implementation of animal husbandry development programmes under the people's plan campaign. Thus the job of veterinary profession, thought to be even a tough one for menfolk, is increasingly being carried out by the womenfolk. So much so it is imperative that the organisation itself should make a lot of adjustments to meet the demands of the lady veterinarians and accommodate them well. This is because the satisfaction that these lady vets derive out of job very much tells upon their commitment to the veterinary profession, vis-a-vis organisation. A study was therefore conducted with the following objectives.

- a. To study job satisfaction of lady veterinary surgeons
- b. To find out the relationship between socio-personal characteristics of the lady veterinary surgeons and their job satisfaction

Materials and Methods

The study was conducted in a sample of 75 lady veterinary surgeons who were proportionately and randomly selected from four zones of Kerala, viz., northern, central, southern and high-range during 1997-98 (Fig.1). The data were collected in January, 1998 through questionnaire method.

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* Part of the MVSc thesis submitted to Kerala Agricultural University by the first author

Table 1 Zonal-wise distribution of lady veterinary surgeons

| Sl.No. | Zone | Actual population | Selected sample |
|--------|------------|-------------------|-----------------|
| 1 | Northern | 27 | 9 |
| 2 | Central | 84 | 29 |
| 3 | Southern | 82 | 29 |
| 4 | High range | 23 | 8 |
| | Total | 216 | 75 |

Measurement of job satisfaction

This was quantified by using a scale developed by Sridhar (1977) with slight modifications. The responses were rated on a five point continuum, viz., "most satisfied", "very satisfied", "satisfied", "less satisfied", and "not satisfied" with weightages of 5, 4, 3, 2 and 1 respectively. There were 17 items under three domains of job satisfaction namely, "working conditions", "organisational factors" and "morale and recognition". Five items were under the domain "working conditions" and six each under organisational factors and working conditions. Hence the minimum and maximum scores the individuals could get were 17 and 85

respectively. Based on the individual total scores for all the items the respondents were categorised into low and high job satisfaction groups. Domain-wise job satisfaction was also measured by arriving at domain-wise mean score. The possible domain-wise score value ranged from one to five.

$$\text{Domain-wise mean score} = \frac{\text{Total score of the domain}}{(\text{No. of respondents}) \times (\text{No. of items})}$$

Further, a detailed analysis of job satisfaction was carried out by working out mean score for each item. The minimum and maximum possible score of each item were 1 and 5 respectively.

Results and discussion

Table 2 revealed that majority of the lady veterinary surgeons (56%) belonged to low satisfaction group. The remaining

minority (44%) were in high satisfaction group. 'T' value was highly significant indicating a considerable difference in the level of satisfaction between the two groups.

Table 2. Overall job satisfaction of lady veterinary surgeons

| Extent of job satisfaction | No. of respondents | Per cent of respondents | Mean job satisfaction score | 't' value |
|----------------------------|--------------------|-------------------------|-----------------------------|-----------|
| Low | 42 | 56 | 41.5 | 10.57* |
| High | 33 | 44 | 55.3 | |

* Significant at 1 per cent level

Domain-wise job satisfaction (Table 3) revealed that all the three domains of job satisfaction had low mean scores.

Table 3. Job satisfaction of lay veterinary surgeons under different job domains

| Area of job satisfaction | No. of items in each job domain | Total scores | Mean scores |
|--------------------------|---------------------------------|--------------|-------------|
| Organisational factors | 5 | 1053 | 2.81 |
| Working conditions | 6 | 1292 | 2.87 |
| Morale and recognition | 6 | 1208 | 2.68 |

When the domain working conditions had a mean score of 2.87, organisational factors and morale and recognition had mean scores of 2.81 and 2.68 respectively. This indicated that all the three domains of job satisfaction have to be given due attention by the management. Surprisingly, the domain morale and recognition had the lowest mean score and was a matter of concern. Venkatasubramanian and Futzele (1996) too have found that lack of recognition by superiors was one of the constraints faced by veterinarians.

Item-wise analysis (Table 4) showed that five items had mean scores above three. These were (1) getting posting to the place of ones liking, (2) relations with superiors in the organisation, (3) description of the job and responsibilities, (4) flexibility in the job and (5) relations with other departments/panchayats. The remaining 12 items had low mean scores of less than three. The item, budget provided to organise extension activities had a mean score of just 2.05 and was ranked last.

Table 4. Item-wise job satisfaction of lady veterinary surgeons

| Items of job | Mean score | Rank under each domain | Overall rank |
|---|------------|------------------------|--------------|
| A. Working conditions | | | |
| 1. In getting posting to desired place | 3.59 | 1 | 1 |
| 2. With the description of job and responsibilities as veterinary surgeon | 3.21 | 2 | 2 |
| 3. With the flexibility provided to the job | 3.11 | 3 | 4 |
| 4. With the hospital and other physical facilities | 2.08 | 4 | 16 |
| 5. With the budget provided to organise extension activities | 2.05 | 5 | 17 |

(Table continued)

| Items of job | Mean score | Rank under each domain | Overall rank |
|---|------------|------------------------|--------------|
| B. Organizational factors | | | |
| 1. With the relations they have with the superiors | 3.23 | 1 | 3 |
| 2. With the supervision and guidance given by the superiors | 2.95 | 3 | 7 |
| 3. With the authority delegated | 2.83 | 4.5 | 11.5 |
| 4. With the opportunities provided to utilise abilities | 2.83 | 4.5 | 11.5 |
| 5. With the relations they have | 3.01 | 2 | 5 |
| 6. With the number of reports that are expected to submit | 2.76 | 6 | 13 |
| C. Morale and recognition | | | |
| 1. With the promotional opportunities | 2.33 | 5.5 | 14.5 |
| 2. With the present salary in commensurate with the work | 2.33 | 5.5 | 14.5 |
| 3. With the security they have with the present job | 2.88 | 4 | 10 |
| 4. With the present job comparing the expectations they had when they took this job | 2.89 | 3 | 9 |
| 5. With the recognition given to their work by the people of their area | 2.97 | 1 | 6 |
| 6. With the recognition they are getting from superior officers | 2.92 | 2 | 8 |

Table 5 indicated that none of the socio-personal variables viz., age, service, distance to work place, mass media participation and age of the youngest child had significant influence on the perception of job satisfaction.

Table 5. Relation between socio-personal characteristics and job satisfaction of lady veterinary surgeons

| Socio-personal variables | Correlation coefficient (r) value |
|---------------------------|-----------------------------------|
| Age | 0.193 |
| Service | 0.181 |
| Distance to work place | -0.095 |
| Mass media participation | -0.061 |
| Age of the youngest child | 0.166 |

From the above findings it could be concluded that almost all the aspects of job satisfaction need immediate attention and purposeful action. Nevertheless, those aspects which the lady veterinary surgeons were relatively satisfied, status-quo had to be maintained.

Summary

Job satisfaction of the lady veterinary surgeons of Animal Husbandry Department of Kerala was studied. The study revealed that majority of the

respondents belonged to the low job satisfaction group. All the three domains of job satisfaction studied, viz., organizational factors, working conditions and morale and recognition had low mean scores. None of the socio-personal variables, viz., age, service, distance to work place, mass media participation and age of the youngest child had significant organizational factors, working conditions and morale and recognition had low mean scores. None of the socio-personal

variables, viz., age, service, distance to work place, mass media participation and age of the youngest child had significant influence on the perception of job satisfaction.

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