

## **JOB PERFORMANCE OF ANGANWADI WORKERS**

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### **INTRODUCTION**

Job performance is the extent of performance of the job in view of expectations as stated in job assignment comprises a set of expectations applied to an incumbent of a position and prescribe by the employer (Bhardwaj, Sharma and Gaur, 1989). Moral and incentive in work is closely associated with productivity. Conditions of work such as wages, fatigue monotony and family and community factors all influenced morale. The term 'incentive' is a synonym for motive and indicates the inclination of the worker to activity as reported by Khot and Joshi (1986). Davis (1957) also reported that there was a close relationship between moral and productivity. He found that workers with high morale liked their job.

The Integrated Child Development Scheme (ICDS) was introduced in the tribal district Jhabua of Madhya Pradesh since a long time. The main object of this scheme is the delivery of package of service to mother and child (Thombrem, Kulkarni and Deshmuch, 1989). The ICDS scheme is implemented for pre school child, expectant and lactating mother.

The Anganwadi workers training center, Jhabua organizes the training courses of three months duration for providing training to village level anaganwadi workers. During the training, trainees are trained and equipped with fundamental theories of the child and mother care with reference to nutrition, child care, health and communication for developing maximum skills.

Keeping the point in a view the present study was conducted to assess the job performance of anganwadi workers working in different villages of the entire district Jhabua with the specific objectives viz., (1) Assessment of socio-personal profile of the anaganwadi workers with reference to extent of job performance, (2) Exploration of associationship between job performance and selected socio economic traits of anganwadi workers and (3) Study of the relationship among the selected stages of job performance of Anganwadi workers in performance the job.

### **MATERIALS AND METHODS**

The study was under taken in the tribal district Jhabua of Madhya Pradesh. Anganwadi Trainees Training Center conducts institutional training camp for Anganwadi root workers under I.C.D.S. regularly for three months duration since a long time in Jhabua District and organizes such type of training on the basis of fixed syllabus.

A list of trained Anganwadi workers was obtained from the Anganwadi. Trainers training center and 45 workers were selected randomly. A schedule containing 36 items, was developed on the basis of assigned job work and asked them during personal interview about how they perform the work according to three point continuum scale i.e. always, sometimes and never scoring 3, 2 and 1 respectively. These item were classified under the three stages based on job requirement i.e. planning, implementation and evaluation.

On the basis of scores, the extent of job performance was divided into three categories like low (upto 36 scores), medium (37-72 scores) and high (73-108 scores). Scores were

counted separately incase of each stage of job performance and mean (M) standard deviation (S.D.) and critical ration (C.R.) were computed and difference of significance was worked out among the differnt sets of stages of job performance i.e. planning and implementation, planning and evaluation, implementation and evaluation.

For measuring relationship of job performance with selected socio-economic characteristics i.e. socio-economic status, experience, education and age spearman's rank order co-relation (r) was estimated and 'r' value was presented according to level of co-relation such as low moderate etc.

## RESULTS AND DISCUSSION

Table-1 : Respondent according to their level job performance and selected independent variables

N=45

SNo.	Independent Variable	Level of job performance of anganwadi worker					
		Low (up to 36 scores)		Medium (37-72 scores)		High (73-108 Scores)	
		No	Percent	No	Percent	No	Percent
1.	Age						
	18-24 years	-	-	13	28.8	3	6.6
	25-31years	4	8.88	11	24.4	2	4.4
	Above 31 years	2	4.4	7	15.5	2	4.5
2.	Education						
	Illiterate	2	4.4	5	11.1	-	-
	Primary	3	6.6	9	20.0	6	12.2
	Middle	1	2.2	11	24.4	1	2.2
	High	-	-	6	13.3	1	2.2
3.	Experience						
	Upto 3 years	3	6.6	23	51.1	4	8.8
	Above 3 years	-	-	3	11.1	5	11.1
	Nil	2	4.4	3	6.6	-	-
4.	Socio-Economic Status						
	Low	6	13.3	21	46.6	7	15.5
	Medium	-	-	5	11.1	-	-
	High	-	-	5	11.1	1	2.2

Table 1 shows that the most of the respondents were found under medium level of job performance i.e. 13 (28.8%), young, 11 (24.4%) educated upto middle, 23 (51.1%) having 3 years experience and 21 (46.6%) with low socio-economic status while 3 (66%) young 6 (13.3%) primary education, 5 (11.1%) having above 3 years experience and 7 (15.5%) with low socio-economic status were found with high performance level out of total 45 respondents.

Table-2 : Rank-order co-relation between job performance and selected independent variables

N=45

S.No.	Independent variable	'r' value	Level of co-relation
1.	Socio-economic status	-0.36	Low
2.	Experience	0.50	Moderate
3.	Education	0.32	Low
4.	Age	0.11	Low

Table-2 indicates that relationship of independent variables i.e. age, socio-economic status, education, experience with job performance. The negative correlation (-3.69) was found between socio-economic status and job performance. It means socio-economic status of Anganwadi workers does not play a significant role in affecting the job performance. The second 'r' value 0.50 between experience and job performance shows positively moderate co-relation. This result may be concluded that experiences is a important factor. The third and fourth 'r' value 0.32 and 0.11 in between education and job performance age and job performance respectively show positive but low co-relation concluding less importance.

**Table-3 : Difference of significance with in the stages of job performance**

S.No.	Stages	M	S.D.	C.R.
1.	Planning and implementation	21.73	4.52	<b>4.26**</b>
		18.15	7.29	
2.	Planning and Evaluation	21.73	4.52	<b>3.75**</b>
		19.48	6.98	
3.	Implementation and Evaluation	18.15	7.29	<b>9.50**</b>
		19.48	6.93	

\*\* 0.01 level of significant d.f.=44

Table-3 reveals difference of significant among the different stages of job performance CR value 4.26 is significant at 0.01 level with 44 d.f. It appears that performance of planning and implementation significantly different. The mean scores (21.73) of planning is higher than implementation (18.15) mean scores. Again calculated CR value 3.75 is significant at 0.01 level with d.f. 44. It means planning and evaluation is significantly different. The mean scores of planning are higher than of evaluation scores. At the same time, Table-3 reveals that CR value 9.50, significantly different at 0.01 level with d.f. 44. It shows that implementation and evaluation are significantly different. The evaluation scores are higher than implementation scores. It appears that planning and evaluation are performing very well by the Anganwadi worker rather than implementation.

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