

JOB SATISFACTION OF VETERINARY EXTENSION PERSONNEL

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ABSTRACT

The study was conducted at Kangra district of Himachal Pradesh by employing multistage random sampling procedure with the sample size of 100 veterinary extension personnel. Job satisfaction level was measured with the help of a tool, specially designed for the purpose. Majority of the extension personnel expressed medium to low level of job satisfaction. The study further reveals that there was considerable variation in satisfaction level of different job factors. Attributes like age, family back ground, job experience, academic qualification and knowledge were found to be significantly associated with the job satisfaction level.

Key words: Information; Morale; Expectation; Job satisfaction

INTRODUCTION

Job satisfaction and dissatisfaction are functions of the perceived relationship between what one wants to drive from one's job and what one perceives it as offering or entailing. It is very often observed that occupational/ job satisfaction of an employee has direct bearing on the output, morale and professional competency in fulfilling his/her assigned responsibilities. Job satisfaction usually leads to qualitative and quantitative improvement in performance. Satisfaction in job induces motivation and interest in work. Job performance is dependent not merely on the employee's present skill and ability, but also on his motivation as ultimately determined by power of existing incentives as well as disincentives aimed at transformation of ability "to do" into "will to do" ?

Therefore, the present study was carried out to look critically into the job satisfaction of veterinary extension personnel working under Department of Animal Husbandry, Government of Himachal Pradesh with following specific objectives:

1. To study the level of job satisfaction of veterinary extension personnel.
2. To determine the relationship of personal characteristics with their job satisfaction.

METHODOLOGY

This study was conducted in three agro-climatic zones of district Kangra of Himachal Pradesh. A multistage random sampling technique was employed for selection of the respondents. At first, a list of community development blocks in all agro-climatic zones (viz. sub mountain and low hills sub tropical, mid hills sub-humid and high hills temperate wet) was prepared and one community block from each zone was randomly selected to represent their respective type of farming system. All the medium level development personnel of Animal Husbandry Department, related to dairy development (20

veterinary officers and 80 veterinary pharmacists) working in the selected blocks were included for the present study.

Thus, a total of 100 extension personnel were selected for the study. The satisfaction level was measured with the help of a tool specially developed for the purpose in consultation with experts. The tool thus devised consisted of 10 job factors (5 context and 5 content) and each factor was followed by three statements. Thus, there were 30 statements in it. Five point scale (Likert's rating scale) was used to obtain the responses on these statements. A pre-tested, structured schedule was used to collect data from the selected respondents in an informal atmosphere.

RESULTS AND DISCUSSION

The responses of all the veterinary personnel were analyzed for interpretation of the findings and are presented below:

Level of job satisfaction: The study reveals (Table 1) that maximum number of both veterinary officers and veterinary pharmacists (45.00 % and 75.00 %, respectively) expressed medium level of satisfaction with their job followed by high level of satisfaction in case of veterinary officers. Almost 14% veterinary pharmacists possess low job satisfaction level. The results were in conformity with Malik and Patel (1990).

Satisfaction level of various job factors: In the study, ten job factors were studied and categorized into three categories - low, medium and high level of job satisfaction (Table 2). Mean weighted scores were calculated and then categories were made by using the value of mean and standard deviation. The faction in low satisfaction category indicated the low mean weighted score obtained by the particular factor as found by Tyagi and Tripathi (1996).

The results clearly show that there was considerable variation in satisfaction level of different factors. Among veterinary officers, the factors like residence facility, promotions,

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recognition and rewards were under low satisfaction category whereas, job security, status and prestige of job were the factors, which attained high level of satisfaction. The remaining factors were in medium satisfactory category. However, in case of veterinary pharmacists, the factors such as salary, work load, residence facility, promotions, nature of work and opportunity for initiation were found in low category of job satisfaction and the only one factor job security attained high level of satisfaction.

Table 1. Distribution of the veterinary extension personnel according to level of job satisfaction

Level of Job	Veterinary Extension Personnel		
	Veterinary officers	Veterinary Pharmacists	Overall
Satisfaction	N=20	N=80	N=100
Low	4 (20.00)	11 (13.75)	15 (15.00)
Medium	9 (45.00)	60 (75.00)	69 (69.00)
High	7 (35.00)	9 (11.25)	16 (16.00)

Figures in parenthesis represent percentage of respective total

Table 2. Satisfaction level- wise distribution of job factors

S. No.	Job Factors	Veterinary Extension Personnel		
		Veterinary Officers	Veterinary Pharmacists	Overall
1.	Salary	Medium	Low	Medium
2.	Job security	High	High	High
3.	Status and prestige	High	Medium	Low
4.	Work load	Medium	Low	Medium
5.	Leave facility	Medium	Medium	Medium
6.	Residence facility	Low	Low	Low
7.	Promotions	Low	Low	Low
8.	Nature of work	Medium	Low	Low
9.	Opportunities for initiation	Medium	Low	Low
10.	Recognition and rewards	Low	Medium	Medium

It is evident from the finding that among veterinary pharmacists, more number of job factors had low satisfaction level. Another important consideration is that veterinary pharmacists were less satisfied, as compared to the veterinary officers with both content (intrinsic) and context (extrinsic). It is possible that they might be getting less opportunity for

professional achievement. Their low satisfaction level with nature of work could be interpreted on the ground that veterinary pharmacists are involved in a lot of physical work that leads to discomfort. Further, low satisfaction level of veterinary pharmacists with work load is due to the fact that they are carrying out field works which is more laborious and troublesome.

It could be observed from the data presented in table 3, that age, family background, job experience and in-service training were positively and significantly correlated with the job satisfaction level of the respondents. Academic qualification, source of information and knowledge were positively and significantly correlated at 0.05 level of probability with satisfaction of veterinary extension personnel.

Table 3. Relationship of job satisfaction with variables of veterinary extension personnel

S. No.	Antecedent Variables	'r' values
1.	Age	0.3481**
2.	Academic qualification	0.1663*
3.	Family background	0.2069**
4.	Job experience	0.3096**
5.	In-service training	0.2086**
6.	Source of information	0.19208
7.	Processing of information	0.0454
8.	Output of information	-0.0533
9.	Overall information system	0.0473
10.	Knowledge	0.1803*

* Significant at P< 0.05

** Significant at P< 0.01

CONCLUSION

On the basis of above findings, it can be concluded that majority of extension personnel expressed medium to low level of job satisfaction. This is an undesirable state because it may affect their productivity. In case of veterinary pharmacists, the situation was worse, where only one job factor had high level out of the ten factors. This was another important point that demands serious consideration. Considerable discrimination in opportunities, facilities and type and amount of work assigned were found. Hence, it would be quite pertinent to give timely promotions and improve facilities which may lead to a satisfactory level of job performance.

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