

Job Satisfaction of Veterinary Officers

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ABSTRACT

The study was conducted in Saurashtra region of Gujarat State with 100 veterinary officers (VOs) working under panchayat to know their managerial ability and its impact on Job satisfaction. The study revealed that majority (70.00 per cent) of the respondents expressed medium level of job satisfaction whereas, 20.00 per cent of the respondents expressed low level of job satisfaction and only 10.00 per cent of them expressed high level of satisfaction with their jobs. Item-wise satisfaction level of the respondents were observed highly satisfied with job security (4.46 mean score) followed by Freedom of work 4.26 (mean score), Nature of work (4.22), Cooperation from colleagues/ senior (4.10), Work atmosphere (3.94) and Recognition for good work (3.80). As far as the Leave, Status in the organization, Office accommodation and Scope to prove merit & excellence are concerned they were neither satisfied nor dissatisfied as the mean score were very close to the mid value on the score. The Study further revealed that experience on VD centre, management training received, personality and job involvement had positive and significant correlation with job satisfaction of the veterinary officers, while, academic qualification had negative and significant correlation with job satisfaction of the veterinary officers. These indicated that higher educated persons were not satisfied with the present job.

Keywords: Job Satisfaction, Veterinary officers

INTRODUCTION

The term job satisfaction refers to the feelings and the emotional aspect rather than the rational aspect of individual experience towards his job. The experience of satisfaction or dissatisfaction with ones work of aspects of it is in large part, the consequence of his positive or negative job attitudes (Smith, 1955). He further stated that job satisfaction was employee's judgment on how well his job on the whole was satisfying his various needs. According to Blum (1956) job satisfaction is the generalized attitude resulting from many specific attitudes in three areas viz, specific job factors, individual adjustment and group relationship.

In any organization, the attitude of an employee towards his work had a great bearing on its success. Job satisfaction and other satisfactions derived by members of an organization serve as one of the criteria for evaluating the

effectiveness of the organization. Earlier studies on job satisfaction of the employee have revealed that this has positive effect on their job performance, which serves the ultimate goal of an organization. The veterinary officers (VOs) are the crucial employees in the organizational structure of animal husbandry department. Therefore, it was felt necessary to study the existing levels of job satisfaction of VOs in order to enhance their job performance, which may lead to achievement of development goals.

OBJECTIVES

- 1 To study the existing level of job satisfaction of the VOs.
- 2 To study the Item-Wise job satisfaction of the VOs.
- 3 To study the relationship between selected characteristics of the VOs with their job satisfaction.

METHODOLOGY

The study was conducted in Saurashtra region of Gujarat State during May to August, 2005. Saurashtra region has seven districts namely Amreli, Bhavnagar, Jamnagar, Junagadh, Porbandar, Rajkot and Surendranagar. In all, 100 Veterinary Officers working at veterinary dispensaries centres at taluka or village level were included and formed the populations for the study. The data were collected with the help of pre-tested structured schedule, though personal interviews with these veterinary officers.

For measuring job satisfaction, scale developed by Chakravarthy (1971) with some modification was administered. The responses obtained were then categorized on five point rating scale by assigning the score of 5, 4, 3, 2 and 1 for highly satisfied, satisfied, undecided, dissatisfied and highly dissatisfied, respectively. The Veterinary Officers were classified into three categories viz. Low (Mean- S.D.), Medium (Mean ± S.D.) and High (Mean + S.D.).

RESULTS AND DISCUSSION

Level of job satisfaction :

Table 1 : Distribution of respondents according to their job satisfaction n=100

Sr. No.	Job satisfaction	Numbers	Per cent
1	Low (up to 46 score)	20	20.00
2	Medium (47 to 60 score)	70	70.00
3	High (above 60 score)	10	10.00

Mean = 53.14 S.D. = 6.86 C.V. % = 12.91

Table 1 Showed that majority (70.00 per cent) of the respondents expressed medium level of job satisfaction whereas, 20.00 per cent of the respondents expressed low level of job satisfaction and only 10.00 per cent of them expressed high level of satisfaction with their jobs.

The result indicated that level of job satisfaction followed more or less a normal distribution. It could be concluded that majority of the Veterinary Officers had medium level of job satisfaction with their present job.

This finding was in conformity with the finding of Perumal and Rai (1978), Dakhore and Bhilegaonker (1988), Kumara and Dhaliwal (1988) and Popat (1991).

Item-wise job satisfaction of the VOs

Item-wise analysis was undertaken to highlight the

level of satisfaction on specific job items, the results are reported in Table 2.

Table 2: Determination of Job satisfaction among veterinary officers n=100

Sr. No.	Components (Job Situations)	Mean score	Rank order
1	Job security	4.46	I
2	Cooperation from colleagues/ senior	4.10	IV
3	Leave	3.78	VII
4	Freedom of work	4.26	II
5	Nature of work	4.22	III
6	Present salary	3.32	XII
7	Scope to prove merit & excellence	3.60	X
8	Status in the organization	3.68	VIII
9	Participation/ involvement in decision making	3.58	XI
10	Work atmosphere	3.94	V
11	Recognition for good work	3.80	VI
12	Opportunity for higher education	3.18	XIII
13	Office accommodation	3.66	IX
14	Promotion policy of department	2.70	XIV
15	Residential accommodation	2.06	XV

As evident from the data respondents were highly satisfied with Job security (4.46 mean score) followed by Freedom of work 4.26 (mean score), Nature of work (4.22), Cooperation from colleagues/ senior (4.10), Work atmosphere (3.94) and Recognition for good work (3.80). As far as the Leave Status in the organization, Office accommodation and Scope to prove merit & excellence are concerned they were neither satisfied nor dissatisfied as the mean score were very close to the mid value on the score. The veterinary officers however, were dissatisfied with their Opportunity for higher education, Promotion policy of department and Residential accommodation.

Correlation of job satisfaction

Table 3: Relationship between selected characteristics and job satisfaction n=100

Sr. No.	Characteristics	'r' value
1	Academic qualification	-0.2468*
2	Experience on VD centre	0.4334**
3	Management training received	0.5532**
4	Interpersonal communication	0.1121
5	Departmental climate	0.1194
6	Personality	0.2555*
7	Area of jurisdiction	0.0222
8	Job stress	-0.0437
9	Achievement motivation	0.1604
10	Job involvement	0.4754**

*Significant at 0.05 level of probability

**Significant at 0.01 level or probability

A perusal data in Table 3 reveals that experience on VD centre, management training received, personality and job involvement had positive and significant correlation with job satisfaction of the veterinary officers, while, academic qualification had negative and significant correlation with job satisfaction of the veterinary officers. This indicated that higher educated persons were not satisfied with the present job. It could therefore be stated in other words the veterinary officers more working experience on the same job, higher management training received, good personality and more job involvement could express satisfaction towards their as veterinary officer and contented with the job they performed. Other characteristics had not significant relationship with job satisfaction. These findings were in support of findings reported by Dakhore and Bhilegaonkar (1988) and Chinchmalatpure *et al* (2000).

CONCLUSION

Earlier researches in the field of assessment levels of job satisfaction of extension workers have conclusively

established that the performance of an employee depended on the satisfaction of the employee on his job. The result of this study have shown that the job satisfaction is very much related with the facilities the organization provided to the employees, particularly in the form of Job security, Freedom of work, Nature of work, Cooperation from colleagues/ senior, Work atmosphere and Recognition for good work. It is also necessary for the organization to create a favourable attitude of its employees towards their job. The findings of the study will not only be applicable for veterinary officers, but also for extension personnel of organizations belonging to other disciplines.

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Received : December 2012 ; Accepted : October 2013