ABSTRACT

The study was undertaken to find out the constraints faced by veterinary officers (VOs) in performing their job. The data were collected from 100 VOs who were working under panchayat in Saurashtra region of Gujarat State. The findings of the study showed that majority of the respondents expressed the technical constraints as; insufficient technical staff facility (85.00 per cent), more reporting work (8300 per cent), deteriorate quality of work due to excessive work load (79.00 per cent), lack of laboratory and laboratory equipments facility at VD centers (78.00 per cent), lack of latest instruments for diagnosis and treatment such as X-ray and Sonography instrument (76.00 per cent), inadequate and non availability of vehicle facility (74.00 per cent) and insufficient supply of medicines, materials and other facility (65.00 per cent) as major constraints. While in case of administrative constraints in performing their job were; lack of supporting staff like a peon, a clerk and a dresser (85.00 per cent), lack of administrative staff facility (79.00 per cent), paucity of fund (63.00 per cent) and excessive administrative work (60.00 per cent). Other constraints fear of injury during animal treatment (51.00 per cent) followed by lack of manpower resources, lack of social environment and lack of family welfare issues.

Keywords: Job Satisfaction, constraints, Veterinary officers.

INTRODUCTION

It is always the justified concern of every organization to strive to improve the performance of its employees with to increase its efficiency. One way to enhance the performance of the employees is know the level of their performance and locate factors responsible for the performance. The measurement of job performance of an individual’s performance on his job serves certain organizational as well as individual goals. In organizational set up of Animal Husbandry Department of Gujarat State the VOs are the backbone to implement the different programme as they work as a bridge between the LI of dairy cattle owners as well as higher authorities in hierarchy. A VO is charged with a variety of role to perform, for the development of cattle. For effective and efficient working of the system the problems faced by VOs in performing their job must be located and necessary solution for such identified problems must be sought, which enabling the VOs to achieve better managerial ability and performance to the assigned jobs. Brown and Deekans (1958) revealed that barriers most often mentioned by extension personnel in performing their job were lack of resources, inadequate rewards, inadequate communication facilities and interpersonal relationship etc. Dukare and Dakhore (1993) indicated that problem faced by Livestock Supervisors in performing their job were lack of promotion opportunity, inadequate salary, lack of opportunity of under going in service training, farmers inadequate response to the advice and insufficient medical facilities etc. Keeping this in view, the present study was undertaken to study the constraints faced by VOs in performing their job.
METHODOLOGY

The study was conducted in Saurashtra region of Gujarat State during May to August, 2005. The Saurashtra region consists of seven districts viz; Amreli, Bhavnagar, Jamnagar, Junagadh, Porbandar, Rajkot and Surendranagar. Total 171 veterinary dispensary centres are in operation at taluka as well as at village level in the region. At the time of study 100 VOs posts were filled up. Thus, 100 Veterinary Officers as such were selected as respondents for the study. The data were collected with help of structured interview schedule. The frequency for each constraint was worked out and converted in percentage. A rank was assigned to each constraint based on percentage. The constraints were studied in three major heads : (I) Technical (II) Administrative and (III) Other.

RESULTS AND DISCUSSION

Technical Constraints

Responses regarding constraints faced by Veterinary Officers were obtained same are presented in Table 1. Table indicated that majority of the Veterinary Officers expressed the constraints as; insufficient technical staff facility (85.00 per cent), more reporting work (83.00 per cent), deteriorate quality of work due to excessive work load (79.00 per cent), lack of laboratory and laboratory equipments facility at VD centers (78.00 per cent), lack of latest instruments for diagnosis and treatment such as X-ray and sonography instrument (76.00 per cent), inadequate and non availability of vehicle facility (74.00 per cent) and insufficient supply of medicines, materials and other facility (65.00 per cent) as major constraints.

Table 1 : Constraints faced by Veterinary Officers in performing their duties

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Constraints</th>
<th>Frequency</th>
<th>Per cent</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Insufficient technical staff facility</td>
<td>85</td>
<td>85.00</td>
<td>I</td>
</tr>
<tr>
<td>2</td>
<td>Lack of Infrastructural facilities at VD center</td>
<td>53</td>
<td>53.00</td>
<td>IX</td>
</tr>
<tr>
<td>3</td>
<td>Deteriorate quality of work due to excessive work load</td>
<td>79</td>
<td>79.00</td>
<td>III</td>
</tr>
<tr>
<td>4</td>
<td>Lack of laboratory and laboratory equipments facility at VD centers</td>
<td>78</td>
<td>78.00</td>
<td>IV</td>
</tr>
<tr>
<td>5</td>
<td>Inadequate and non availability of vehicle facility</td>
<td>74</td>
<td>74.00</td>
<td>IV</td>
</tr>
<tr>
<td>6</td>
<td>More reporting work</td>
<td>83</td>
<td>83.00</td>
<td>II</td>
</tr>
<tr>
<td>7</td>
<td>Lack of latest instruments for diagnosis and treatment such as X-ray and sonography instrument</td>
<td>76</td>
<td>76.00</td>
<td>V</td>
</tr>
<tr>
<td>8</td>
<td>Insufficient supply of medicines, materials and other facility</td>
<td>65</td>
<td>65.00</td>
<td>VII</td>
</tr>
<tr>
<td>9</td>
<td>Lack of proper technical guidance and cooperation from superior</td>
<td>48</td>
<td>48.00</td>
<td>X</td>
</tr>
<tr>
<td>10</td>
<td>Lack of specialist for gynecology and surgery at district place poly clinic</td>
<td>64</td>
<td>64.00</td>
<td>VIII</td>
</tr>
<tr>
<td>11</td>
<td>Lack of authority to Veterinary Officers for improving technical work</td>
<td>42</td>
<td>42.00</td>
<td>XI</td>
</tr>
<tr>
<td>12</td>
<td>Update of technical knowledge is lacking</td>
<td>29</td>
<td>29</td>
<td>XII</td>
</tr>
<tr>
<td></td>
<td>Lack of administrative staff facility</td>
<td>79</td>
<td>79.00</td>
<td>II</td>
</tr>
<tr>
<td></td>
<td>Excessive administrative work</td>
<td>60</td>
<td>60.00</td>
<td>IV</td>
</tr>
<tr>
<td></td>
<td>Lack of proper administrative knowledge</td>
<td>59</td>
<td>59.00</td>
<td>V</td>
</tr>
<tr>
<td></td>
<td>Lack of residential facility</td>
<td>49</td>
<td>49.00</td>
<td>VII</td>
</tr>
<tr>
<td></td>
<td>Lack of supporting staff like peon, clerk and dresser</td>
<td>85</td>
<td>85.00</td>
<td>I</td>
</tr>
<tr>
<td></td>
<td>Inadequate officer facility</td>
<td>52</td>
<td>52.00</td>
<td>VI</td>
</tr>
<tr>
<td></td>
<td>Paucity of fund</td>
<td>63</td>
<td>63.00</td>
<td>III</td>
</tr>
<tr>
<td></td>
<td>Red tapisum</td>
<td>35</td>
<td>35.00</td>
<td>VIII</td>
</tr>
</tbody>
</table>

Other technical constraints faced by the Veterinary Officers were: lack of specialist for gynecology and surgery at district place poly clinic (64.00 per cent), lack of Infrastructures facility at VD center (53.00 per cent), lack of proper technical guidance and cooperation from superior (48.00 per cent), lack of authority to Veterinary Officers for...
improving technical work (42.00 per cent) and update of
technical knowledge is lacking (29.00 per cent).

From above discussion, it could be concluded that
more number of Veterinary Officers faced the constraints of
insufficient technical staff facility (rank first), more reporting
work (rank second), deteriorate quality of work due to
excessive work load (rank third) and lack of laboratory and
laboratory equipments facility at VD centers (rank fourth).
While least number of Veterinary Officers faced the
constraints of inadequate and lack of proper technical
guidance and cooperation from superior (tenth rank), lack of
authority to Veterinary Officers for improving technical work
(eleventh rank) and update to technical knowledge is lacking
twelfth rank). These findings were in conformity with the
findings of Shroti (1989) and Singh (1994).

Administrative Constraints

The data reported in Table 1 revealed that Veterinary
Officers faced the administrative constraints in performing
their job were; lack of supporting staff like a peon, a clerk
and a dresser (85.00 per cent), lack of administrative staff
facility (79.00 per cent), paucity of fund (63.00 per cent) and
excessive administrative work (60.00 per cent).

Other administrative constraints faced by the
Veterinary Officers were; lack of proper administrative
knowledge (59.00 per cent), inadequate office facility (52.00
per cent), lack of residential facility (49.00 per cent) and red
tapisum (35.00 per cent).

It can be inferred that majority of the Veterinary
Officers faced the administrative constraints of most of the
VD centers auxiliary post are vacant so that veterinarian has
perform the job of a peon, a clerk and a dresser also (rank
first), lack of administrative staff facility (rank second) and
paucity of fund (rank third). These findings are in conformity
with the findings of Patel (1993) and Patel (2001).

Other Constraints

The data in Table 1 shows that Veterinary Officers
faced the constraints fear of injury during animal treatment
(51.00 per cent) followed by lack of manpower resources,
lack of social environment and lack of family welfare issues.

CONCLUSION

Analysis of the constraints of different types
disclosed the dominance of technical constraints followed by
administrative constraints. The other constraints were next in
order of importance.

IMPLICATIONS

These constraints faced by Veterinary Officers should
be considered by the administrations, planners in order to
improve the competence of the employees over the job.

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