

Constraints Faced by the Veterinary Officers in Performing their Job

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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 VO 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

n= 100

Sr. No.	Constraints	Frequency	Per cent	Rank
Technical Constraints				
1	Insufficient technical staff facility	85	85.00	I
2	Lack of Infrastructural facilities at VD center	53	53.00	IX
3	Deteriorate quality of work due to excessive work load	79	79.00	III
4	Lack of laboratory and laboratory equipments facility at VD centers	78	78.00	IV
5	Inadequate and non availability of vehicle facility	74	74.00	IV
6	More reporting work	83	83.00	II
7	Lack of latest instruments for diagnosis and treatment such as X- ray and sonography instrument	76	76.00	V
8	Insufficient supply of medicines, materials and other facility	65	65.00	VII
9	Lack of proper technical guidance and cooperation from superior	48	48.00	X
10	Lack of specialist for gynecology and surgery at district place poly clinic	64	64.00	VIII
11	Lack of authority to Veterinary Officers for improving technical work	42	42.00	XI
12	Update of technical knowledge is lacking	29	29	XII
Administrative Constraints				
1	Lack of administrative staff facility	79	79.00	II
2	Excessive administrative work	60	60.00	IV
3	Lack of proper administrative knowledge	59	59.00	V
4	Lack of residential facility	49	49.00	VII
5	Lack of supporting staff like peon, clerk and dresser	85	85.00	I
6	Inadequate officer facility	52	52.00	VI
7	Paucity of fund	63	63.00	III
8	Red tapism	35	35.00	VIII
Other Constraints				
1	Fear of injury during animal treatment	51	51.00	I
2	Lack of social environment	44	44.00	III
3	Lack of manpower resources	47	47.00	II
4	Lack of family welfare issues	28	28.00	IV

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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