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JOB SATISFACTION AND PROBLEMS FACED BY ANGANWADI WORKERS**SHETAL R. BARODIA****RESEARCH SCHOLAR, DEPARTMENT OF HOME SCIENCE, GUJARAT UNIVERSITY, AHMEDABD; &
ASST. PROFESSOR****DEPARTMENT OF LIFE LONG LEARNING & EXTENSION
GUJARAT VIDYAPITH
AHMEDABAD****ABSTRACT**

The Integrated Child Development scheme (ICDS) introduced in October 1975, in response to evident problem of hunger and malnutrition of our children by Govt. of India. Despite the fact that AWWs was the most important functionary at grassroot's level who was single handedly responsible for making ICDS programme successful, the limited research in Job Satisfaction and Problem faced by AWWs were found. Impact of Job dissatisfaction & unsolved problem may create the hurdles in the successful implementation of any ICDS Programme. The present study attempt to study the job satisfaction and problems related to infrastructure, administration & Manpower faced by AWWs of 10 blocks of Ahmedabad city. Total 50 Anganwadi Workers & 5 Anganwadi centers from each block i.c 500 AWWs & 50 AWC were taken as sample. The tasks performed by AWWs were assessed by Checklist and Job satisfactions as well as problems faced by AWWs were assessed through Opinonnair. The analyzed was done with the help of statistical techniques such as Frequency, Percentages, Means, Chi-square test and co-relation analysis. The study conclude that the most of the Anganwadi Workers were performing their basic tasksThe major problem faced by AWWs, though they are the basic functionaries of ICDS, are insufficient honorarium (administration related), frequent travelling (Infrastructure related) and communication problems for convincing community people as well as employees (man power related). Further the relationship between problems and job satisfaction faced by AWWs was found as a result that when job related problems decrease the level of job satisfaction increase. Therefore the study suggest that to improve job satisfaction of AWWs the authorities should provide proper honorarium and job security to AWWs for their work. The efficiency of AWWs should be increased by improving their working conditions.

KEYWORDS

anganwadi worker, problem, Job satisfaction.

INTRODUCTION

The population of India is increasing very rapidly. Due to that the problems of poverty, illiteracy, unemployment, pollution and malnutrition are getting very dangerous form. All the people are affected by these problems, specially women and children become their victims.

The pregnant women do not get balanced diet due to poverty and the result is that of child mortality and birth of weak children. To combat this situation, the government of India has started many programmers and projects for welfare of women and children. Integrated Child Development Service (ICDS) is one of the most important schemes for the nourishing mothers and children. It is one of the largest childcare programmes in the world, aiming at child health, hunger, malnutrition and its related issues. The journey of human development begins on this foundation.

The Integrated Child Development Services (ICDS) Scheme today is the World's Largest Programme aimed at enhancing the health, nutrition and learning opportunities of infants, young children (0-6 years) and their mothers. It is the foremost symbol of India's commitment to its children – India's response to the challenge of providing preschool education on one hand and breaking the vicious cycle of malnutrition, mortality, and morbidity, on the other.

The grassroot level workers who are called Anganwadi Workers (AWWs) provide the services of ICDS. The place where the services are provided is called Anganwadi.

Today in India, about 2 million Anganwadi workers are reaching out to a population of 70 million women, children and sick people, helping them to become and stay healthy. Anganwadi workers are the most important and often-ignored essential link of Indian healthcare. Being the functional unit of ICDS programme which involves different groups of beneficiaries, the AWWs, has to conduct various different types of job responsibilities. Not only she has to reach to variety of beneficiary groups, she has to provide them with different services, which include nutrition and health education, Non Formal Pre-School Education (NFPSE), supplementary nutrition, growth monitoring and promotion, and family welfare services. She also coordinates in arranging immunization camps & health checkup camps.

Her functions also include community survey and enlisting beneficiaries, primary health care and first aids, referral services to severely malnourished, sick and at risk children, enlisting community support for Anganwadi functions, organizing women's groups and Mahila Mandals, school enrollment of Children and maintenance of records and registers. While performing various different types of functions it is obvious that she might have to face variety of problems. Anganwadi Workers may felt load on basic activity of Anganwadi due to that she felt stress and dissatisfaction.

If Anganwadi workers are not satisfied and did not take interest in their work, the programme will suffer due to their dissatisfaction. The main aim of ICDS programme is to keep the children healthy. If the children become healthy, then the nation becomes strong and great. So there is a need to study the problems of AWWs and find out the reason for their dissatisfaction.

The present study initiated with following objectives :1. To study the tasks performed by the Anganwadi Workers of Ahmedabad City.2.To study the job satisfaction of the Anganwadi Workers of Ahmedabad City. 3. To study the problems faced by the Anganwadi Workers while working.

MATERIALS AND METHODS

The Present study was a descriptive study. It was conducted at 10 blocks of Ahmedabad city. Total 50 Anganwadi Workers & 5 Anganwadi centers from each block i.c 500 AWWs & 50 AWC were taken as sample. The tasks performed by AWWs were assessed by Checklist and Job satisfactions as well as problems faced by AWWs were assessed through Opinonnair. The analyzed was done with the help of statistical techniques such as Frequency, Percentages, Means, Chi-square test and co-relation analysis.

FINDINGS

The major findings reveled from the tasks analysis show that all the AWWs were doing their tasks properly to make the ICDS programme successful. It was also found that due to the following difficulties the AWWs might felt stress in regular working which may affect the job satisfaction of AWWs. :

- (I) Majority of the Anganwadi did not have proper cooking place.
- (II) Majority of the respondents reported that they did not have safe storage facilities for raw material of cooking.
- (III) Half of the respondents reported that they did not get help from the community for health check -up and immunization.

JOB SATISFACTION (ITEM ANALYSIS)

More over the top most reason why respondents reflected good satisfaction towards their job was "they loved working with children". On the other hand the most dampening reason why their job satisfaction goes down was "less number of public holidays".

PROBLEM FACED (CATEGORY WISE)

The problems faced by the respondents as per three different categories: Infrastructure related problems, Administration related problems and Manpower related problems were as follows :

- In infrastructure related problems, "time to reach anganwadi" was the least severe problem, whereas, "frequent travelling" was the most severe problem.
- In the administration related problems, they found tedious reporting work as least severe problem where as less pay as the most severe problem.
- In the man power related problems, Compulsory and pointless training was least severe Problem among all other man-power related problems but "communication problems for convincing community people as well as employees" was the most severe problem faced by the respondents.

RELATIONSHIP BETWEEN JOB SATISFACTION & PROBLEMS

There is no relationship between problems faced by the Anganwadi workers and their job satisfaction. It means that where there is an increase in the extent of problems faced by the respondents their job satisfaction tends to reduce and vice-a-versa. This suggested that less problems at their work place might increase their job satisfaction level.

DISCUSSION

Here, the researcher has tried to look into possible factors/ causes contributing to the result and has worked to provide appropriate implications. Also the results of the present study have been compared with those of relevant past researches where ever it was possible. They are as follows:

1. As per the finding of this study the infrastructure related problems felt by AWWs were mainly related to frequent travelling. The administration related problem was less pay whereas manpower related problem like communication problems for convincing community people as well as employees. Meenal,et .al. in their study found that AWWs felt problems mainly related to inadequate honorarium and excessive record maintenance. Problems mentioned in other studies are inadequate honorarium and infrastructure facilities (Gangur,S..G., Usharani, et.al.). V.T. Maggie et.al.in their study founded out that majority of the AWWs had problem of insufficient honorarium, long working hours, facilities available at AWCs. further it was found that there is no uniformity in the working hours of the Anganwadi worker lived in different villages and travelled daily to their work place, this was contrary to the selection criteria. Insufficient honorarium, temporary job and lack of promotion were main three reasons found for not getting job satisfaction similar to the present study.
2. As per the finding of our study it is found that where there is increase in the extent of problem faced by the AWWs their job satisfaction tend to reduce and vice-a-versa. Similarly Gupta, P. et.al. in their study found that AWWs were least satisfied with sense of achievement in their job, workload assigned to them and the facilities available at AWCs for their children. The same way Rajgiri College of social science in their study found that almost all AWWs (86) were not satisfied with the working condition like working hours, salary, job responsibilities and other facilities. Thus, from these three studies it can be said that job satisfaction is a important for AWWs for effective working and successful implementation of the programme.

CONCLUSION

The study concludes that the most of the Anganwadi Workers were performing their basic task such as preschool education materials, beneficiaries enrolled, Infrastructure facility, Activities, supplementary nutrition, immunization, health check up, Referreral services, Nutrition and Health Education, Community Participation, Reporting and Record maintenance regularly, then also they felt load on basic activities of anganwadi due to the participation in other national programme & activities. The major problem faced by AWWs, though they are the basic functionaries of ICDS, are less pay honorarium (administration related), frequent travelling (Infrastructure related) and communication problems for convincing community people as well as employees (man power related).

Further, the top most reason for job satisfaction mentioned by AWWs was "they loved working with children" and the most dampening reason was "less number of public holidays".

Further the relationship between problems and job satisfaction faced by AWWs was found as a result that when job related problems decrease the level of job satisfaction increase. Therefore the study suggest that to improve job satisfaction of AWWs the authorities should provide proper honorarium and job security to AWWs for their work. The efficiency of AWWs should be increased by improving their infrastructure facility, reducing reporting work and traveling.

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