



“Job Satisfaction Of Community Health Officers In Selected Phcs And Health And Wellness Centre In Kamrup District, Assam : A Descriptive Study”.

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INTRODUCTION:

A Community Health Officer is a member of a community who is chosen by community members or organizations to provide basic health and medical care within their community, and is capable of providing preventive, promotional and rehabilitation care to that community. Community Health Officer (CHO) also called Mid Level Health Provider (MLHP) and non-physician practitioner, are trained health care providers who have a defined scope of practice. In India, only Nursing and AYUSH Practitioner are eligible for this cadre. This means that they are trained and legally permitted to provide healthcare in fewer situations than physicians but more than other health professionals. In India, Community Health Officer is another name of Mid-Level Practitioner. Job satisfaction, employee satisfaction or work satisfaction is a measure of workers' contentedness with their job, whether they like the job or individual

aspects or facets of jobs, such as nature of work or supervision. Job satisfaction can be measured in cognitive (evaluative), affective (or emotional), and behavioral components.

OBJECTIVES OF THE STUDY

- To assess the job satisfaction level of community health Officers in selected PHCs and Health and Wellness Centre, Kamrup , Assam.
- To find out the association between job satisfaction of Community Health Officers with selected demographic variables.

METHODS AND MATERIALS

A descriptive survey research design was used to accomplished the objectives. Snowball sampling technique was used for obtaining adequate sample for the study. Study was undertaken on 100 sample of Community Health Officers of selected PHCs and Health and wellness Centre in Kamrup district, Assam. Respondents were selected on the basis of inclusive criteria. Self structured knowledge questionnaire and 3 point Likert scale was used as tool for the study.

RESULTS:

Out of 100 Community Health Officers, 88(88%) had high level of job satisfaction and 12(12%) had moderate level of job satisfaction.

In work and workplace shows 52% had high level of satisfaction, 40% had moderate level of satisfaction and 8% had low level of satisfaction in Work and Workplace. In Supervision and Management , 56% had high level of satisfaction, 39% had moderate level of satisfaction and 5% had low level of job satisfaction. In Reward and Recognition 36% had high level of satisfaction , 39% had moderate level of satisfaction and 25% had low level of job satisfaction. In Communication 59% had high level of satisfaction , 38% had moderate level of satisfaction and 3% had low level of satisfaction. Mean and standard deviation of job satisfaction of Community Health Officers that with respect to work and work place, the mean score was 22.05 ± 2.70 with minimum score of 15.0 and maximum score of 27.0. The median score was 22.0.

With regard to supervision and management, the mean score was 12.57 ± 2.13 with minimum score of 6.0 and maximum score of 15.0. The median score was 13.0. Considering the rewards and recognition, the mean score was 10.08 ± 1.95 with minimum score of 5.0 and maximum score of 15.0. The median score was 10.0.

Regarding the communication, the mean score was 12.91 ± 2.06 with minimum score of 7.0 and maximum score of 15.0. The median score was 13.0. The overall job satisfaction score revealed that the mean score was 57.61 ± 7.13 with minimum score of 36.0 and maximum score of 69.0. The median score was 59.0 . It was observed that the demographic variables did not show statistically significant association with level of

job satisfaction among Community Health Officers.

n=100

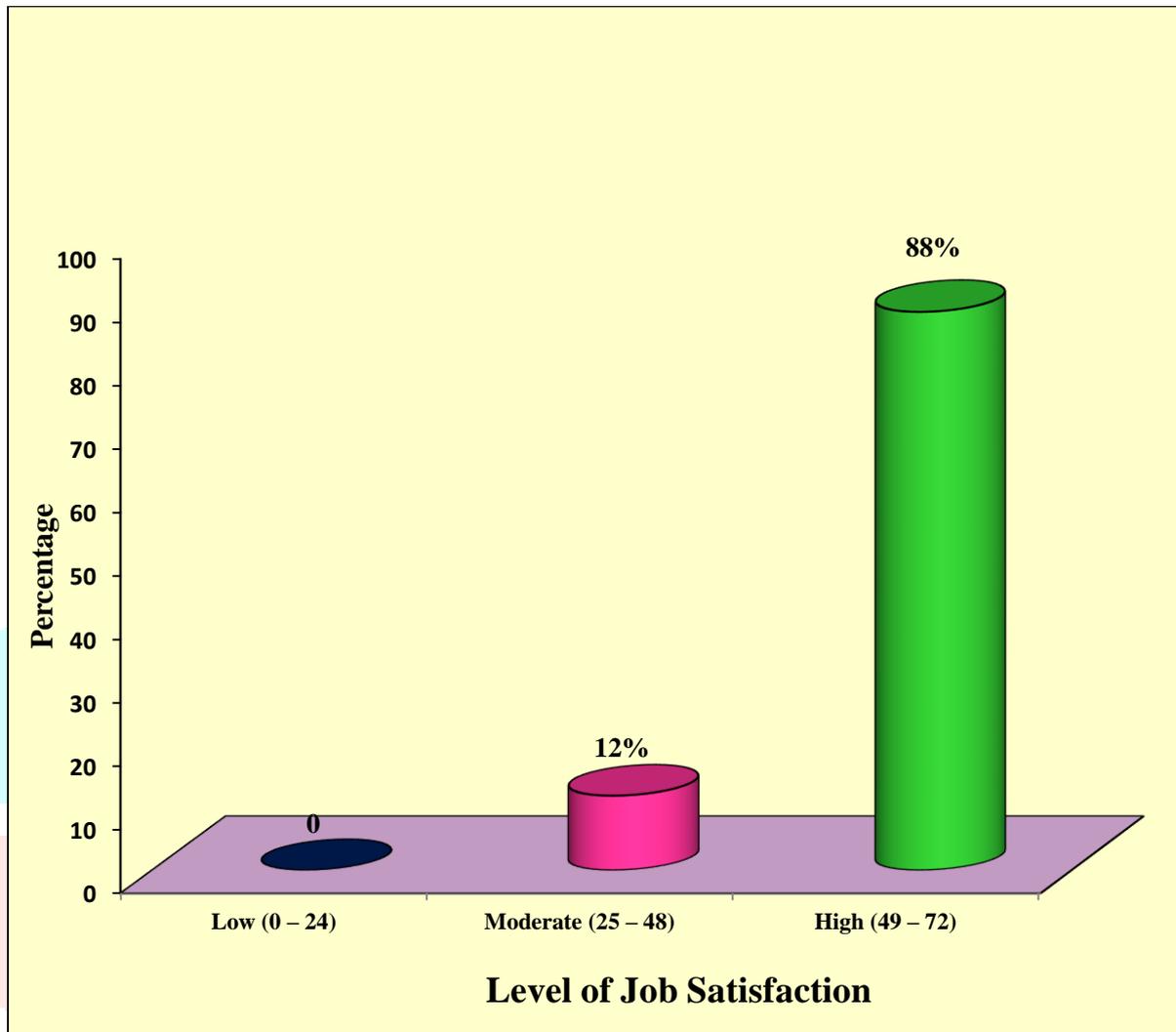


Figure : Percentage Distribution Of Level Of Job Satisfaction Of Community Health Officers

CONCLUSION:

Based on the analysis of the findings of the study, the following inferences were drawn, there was no significant association of demographic variables with level of job satisfaction among Community Health Officers.

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