

A Study on Job Performance and Job Satisfaction of Anganawadi Workers

The Anganawadi worker, the key functionary of Integrated Child Development Service Scheme (ICDS), is responsible for improving the health and nutritional status of pre-school children. The success of the scheme largely depends on how well they perform their job of course in relationship with several socio-psychological traits. In this context, the study was conducted in Ranebennur and Gadag taluks of Dharwad District in 1992 involving 160 respondents. The job performance and job satisfaction were measured by using

the scales developed by Nagnoor (1992) and Kherde (1971), respectively.

The results presented in the Table 1 revealed that the majority of Anganawadi workers had medium level of (63.12%), job performance and an equal per cent of them (18.13, 18.75) belonged to low and high job performance category. Table 2 revealed that majority (74.37%) of AWWs had medium level of job satisfaction and only 15 had 10 per cent of them belonged to low and high job satisfaction and only 15 had 10

Table 1. Levels of job performance of AWWs

N = 160

Level of job performance	Respondents		Mean job performance scores
	Number	Percentage	
Low (< 40.269)	29	18.13	36.96
Medium (40.269 – 53.781)	101	63.12	46.97
High (> 53.781)	30	18.75	56.96
Total	160	100.00	—
Mean = 47.025			
S.D. = 6.756			

Table 2. Levels of job performance of AWWs

N = 160

Level of job performance	Respondents		Mean job performance scores
	Number	Percentage	
Low (< 22.672)	17	10.63	18.17
Medium (22.672 – 33.628)	119	74.37	27.76
High (> 33.628)	24	15.00	37.13
Total	160	100.00	100.00
Mean = 28.15			
S.D. = 5.478			

Table 3. Zero order correlation coefficient between selected independent variables and job performance and job satisfaction of AWWs

Variables	'r' values	
	Job performance	Job satisfaction
Age	-0.0086 NS	-0.0679 NS
Education	-0.0906 NS	-0.0760 NS
Experience	0.0578 NS	0.0014 NS
Prior to service stay in village	0.0279 NS	-0.0777 NS
Number of trainings received	-0.0107 NS	-0.1280 NS
Sociability	0.2184 **	-0.0400 NS
Knowledge on nutrition	0.0353 NS	-0.1201 NS
Achievement motivation	0.3666 **	0.2630 **
Attitude towards the job	0.3699 **	0.5626 **

**** Significant at 0.01 level**

NS - Non-significant

percent of them belonged to low and high job satisfaction categories, respectively.

It is evident from Table 2 that out of nine characteristics studied, only three of them, sociability achievement motivation and attitude towards job were found to be significantly associated with job performance of Anganawadi women workers. Whereas only achievement motivation and attitude towards job were found to be significantly associated with their level of job satisfaction.

The job performance of Anganawadi women workers was significantly associated with their job satisfaction level which may be due to the fact that job satisfaction will serve as a spur to workers to do their job better and it is also a logical coincidence that these workers who are satisfied with their job are likely to perform better since they enjoy doing it.

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