# The Pharma Innovation

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# Influence of socio-profile characteristics of veterinary assistant surgeons on their role expectation and job performance

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**Abstract**
The present day scientific and technological advancement in the field of veterinary and animal science is being carried out by the State Department of Animal Husbandry. Veterinary Assistant Surgeons (VASs) in Animal Husbandry Department (AHD) are involved in the functioning of veterinary dispensaries, animal disease investigation units, farms, extension centers, zoos, slaughter houses, animal health planning and promotion of best practices, implementing various health schemes, dissemination of useful technologies, imparting farmers with necessary skills through training and demonstrations. Role expectation is the expected behaviour of the role incumbent while job performance is the function of both role and personality of an individual. The present investigation is an attempt to study the socio profile characteristics of veterinary assistant surgeons and how these characteristics influence their role expectation and job performance. A sample of 254 veterinarians was selected from three districts of three respective regions of A.P i.e, Rayalaseema, Coastal and North coastal regions. Results revealed that majority of the VASs were middle aged, possessed bachelor's degree, had medium experience, medium job satisfaction, work motivation, work load perception, organizational climate, persistence disposition and physical facilities. Availability of technical staff is around two on an average and most of the VASs received trainings in gynaecology.

**Keywords:** Veterinary assistant surgeons, veterinary dispensaries, role expectation, job performance

## Introduction

Livestock has a vital place in the economic development of the country, as it is one of the fastest growing segments in India. The overall contribution of the livestock sector to India's Gross Domestic Product (GDP) is nearly 4.11 per cent, which is about 21.58 per cent of the Agriculture GDP (Planning Commission, 2012a) [3]. Livestock sector is emerging as an engine of growth, which is enriched with 190.90 million cattle, 108.7 million buffaloes, 135.17 million goats, 65 million sheep, 10.29 million pigs and the state of Andhra Pradesh (AP) has 47.15 lakh cattle, 64.62 lakh buffaloes, 44.95 lakh goats and 135.59 lakh sheep (19th Livestock census 2012). This increase in demand for livestock sector is increasing pressure on dairy production systems, traditional breeds and feeding practices which are likely to give way to higher-yielding breeds, increased disease risks, pollution and animal health issues. Some of the major factors contributing to the declining livestock growth and below-par performance of the sector are continued scarcity of feed and fodder, inadequate breeding and reproduction, poor research-extension linkage and absence of health care management for the Indian livestock.

The present day scientific and technological advancement in the field of veterinary and animal science is being carried out by the State Department of Animal Husbandry. In Andhra Pradesh, the State Department of Animal Husbandry through 12 Veterinary Polyclinics, 13 Joint directorates at district level, 45 Divisional Deputy Directors, 323 Veterinary Hospitals, 1576 Veterinary Dispensaries and 1217 Rural Livestock Units (SDAH, AP), is catering animal health care needs of livestock farmers. Veterinary Assistant Surgeons (VASs) in Animal Husbandry department (AHD) are involved in the functioning of veterinary dispensaries, animal disease investigation units, farms, extension centers, zoos, slaughter houses, animal health planning and promotion of best practices, implementing various health schemes, dissemination of useful technologies, imparting farmers with necessary skills through training and demonstrations. In this process veterinarian's knowledge about various aspects of animal husbandry helps them to understand and make use of different techniques of working with people and groups at different levels. Thus the VASs are the key field functionaries in the SDAH and play an important role in protecting animal welfare, animal health, public health as well as the environment.

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Role expectation is the expected behaviour of the role incumbent. Role expectations are comprised of the rights and privileges, duties and obligations of the veterinary assistant surgeon in relation to persons occupying other positions in the social structure. Job performance implies how an incumbent actually performs in given situation, as distinct from how he is supposed to perform. Job performance is the function of both role and personality of an individual. The job performance is the actual behavior of an individual and an important criterion for measuring the effectiveness of an organization. Thus the role expectation and the job performance of the veterinary assistant surgeons are the influencing factors for successful dissemination of technologies which are in turn influenced by their socio-profile characteristics. The socio-profile characteristics of the Veterinary Assistant Surgeons constitute the social, psychological, situational and organisatonal characteristics. Thus, this study is an attempt in that direction with an aim to study the socio profile characteristics of veterinary assistant surgeons and how these characteristics are influencing their role expectation and job performance.

**Methodology**
The state of Andhra Pradesh has been divided into three regions namely North coastal, Coastal and Rayalaseema regions. One district from each region i.e., Vizianagaram district from North Coastal, Guntur district from Coastal and YSR Kadapa district from Rayalaseema regions were selected randomly for the study. A total of 254 Veterinary Assistant Surgeons were working in the three districts at the time of selection of research problem. The respondents were selected from each district through proportionate random sampling method. Accordingly a total of 40 VAS from North Coastal (Vizianagaram), 40 VAS from Coastal (Guntur), 40 VAS from Rayalaseema (YSR Kadapa) region were selected to form a total sample size of 120 respondents for the study. A total of 120 veterinary assistant surgeons with an experience of three years and above, working at field level were selected as respondents through stratified and proportionate random sampling methods.

**Results and Discussion**

**Table 1:** Distribution of Veterinary Assistant Surgeons according to their Socio -Profile Characteristics

| S. No | Category | Frequency | Percentage | | |
|---|---|---|---|---|---|
| **1. Age** | | | | | |
| 1. | Young (29-37years) | 50 | 41.70 | | |
| 2. | Middle (38-46 years) | 62 | 51.70 | | |
| 3. | Old (47-55 years) | 08 | 6.70 | | |
| **2.Educational qualification** | | | | | |
| 1. | B.V.Sc&A.H | 80 | 66.70 | | |
| 2. | M.V.Sc | 40 | 33.30 | | |
| **3.Experience** | | | | | |
| 1. | Low (3-11) | 37 | 30.80 | | |
| 2. | Medium (12-20) | 58 | 48.30 | | |
| 3. | High (21-29) | 25 | 20.80 | | |
| **4.Job satisfaction** | | | | | |
| 1. | Low (<11) | 29 | 24.20 | | |
| 2. | Medium (11-18) | 51 | 42.50 | | |
| 3. | High (>18) | 40 | 33.30 | | |
| **5. Work motivation** | | | | | |
| 1. | Low (<16) | 29 | 24.20 | | |
| 2. | Medium (16-27) | 77 | 64.20 | | |
| 3 | High (>27) | 14 | 11.70 | | |
| **6.Work load perception** | | | | | |
| 1 | Low (<6) | 37 | 30.80 | | |
| 2 | Medium (6-15) | 68 | 56.70 | | |
| 3 | High (>15) | 15 | 12.50 | | |
| **7.Organisational climate** | | | | | |
| 1 | Low (<12) | 20 | 16.70 | | |
| 2 | Medium (12-25) | 88 | 73.30 | | |
| 3 | High (>25) | 12 | 10.00 | | |
| **8.Persistence disposition** | | | | | |
| 1 | Low (<12) | 17 | 14.20 | | |
| 2 | Medium (12-17) | 95 | 79.20 | | |
| 3 | High(>17) | 08 | 6.70 | | |
| **9.Physical facilities** | | | | | |
| 1. | Low (<7) | 25 | 20.80 | | |
| 2. | Medium (7-21) | 79 | 65.80 | | |
| 3. | High (>21) | 16 | 13.30 | | |
| | Total | 120 | 100 | | |
| **10. Availability of technical staff** | | | | | |
| 1 | Jurisdiction (number of villages under control) | 14 | 01 | 108 | |
| 2 | No of Subordinates | 03 | 01 | 9 | |
| 3 | Livestock population to be covered | 9500 | 1205 | 70,000 | |
| 4 | Number of cases per month | 950 | 200 | 4001 | |

| 11.Trainings Received | | | |
|---|---|---|---|
| 1 | Clinical | 28 | 23.30 |
| 2 | Gynaecological | 73 | 60.80 |
| 3 | Diagnostic | 24 | 20.00 |
| 4 | Surgery | 18 | 15.00 |
| 5 | Extension | 73 | 60.80 |
| 6 | Human resources development & management | 25 | 20.80 |

N=120

From the results of Table-1 it can be inferred that majority of veterinarians belonged to middle age as the respondents of the study i.e., veterinarians who are working at the field level are not promoted to next higher cadre i.e., Assistant Director after a specific period of service in the field. Majority (66.70%) of veterinarians were with B.V.Sc & A.H followed by 33.30 per cent with M.V.Sc. (Table 1). The required qualification to work at field level as veterinary assistant surgeon being B.V.Sc &A.H and the criteria for next higher promotion being experience and not next higher degree. Hence, the VAS might not be motivated to go for higher studies resulting in the above trend. The findings were in agreement with the findings of Sandika *et al.,* (2007) [5]. Majority (48.30%) of veterinarians belonged to medium level of experience followed by low level (30.80%) and high levels (20.80%) of job experience categories. The average job experience of veterinarians was found to be 15.1 years. Majority (42.5%) of veterinarians belonged to medium level of job satisfaction followed by high level (33.20%) and low levels (24.20%) of job satisfaction categories which implies that VASs tend to be better performers of their job, if they are satisfied with their job.

It was evident from the results that majority (64.20%) of veterinarians had medium level of work motivation followed by low (24.20%) and high (11.70%) levels. Veterinarians with low work motivation cannot fulfill their organizational tasks resulting in low productivity. These findings were in line with the findings of Bezu (2016) [1]. Veterinarians must be motivated enough to reflect the commitment and enthusiasm needed, to make their working organization a winner. Majority (69.20%) of veterinarians mentioned medium to high work load. The State Department of Animal Husbandry is implementing livestock farmer beneficiary schemes through veterinarians apart from regular clinical, treatment and prophylactic work. Veterinarian has to spare time on extension activities along with documentation and reporting works and hence the above trend**.** Majority (73.30%) of veterinarians expressed medium organizational climate followed by low (16.70%) and high (10%) organizational climate. This might be due to the lesser chances for taking independent decisions by the veterinarians and also the constant supervision and the work pressure to accomplish assigned task before the deadlines which might be the reason for the average organizational climate. The findings were in concurrence with the findings of Vijaibabu (2005) [6]. Persistence disposition is a motivational phenomenon which drives an individual to continue in the chosen course of activity until it is completed which is very true with the VASs work, as many of the activities are basically achievement oriented. It was indicated that there is a need to improve the condition of official infrastructure, laboratory facilities for proper diagnosis, animal handling accessories, refrigeration equipment and transportation facilities for conducting training programmes etc., so that better veterinary and extension services may be provided to livestock farmers. These findings were similar with the findings of Rajkumar (2009) [4]. More

number of villages to be covered by veterinarians under their jurisdiction is likely to affect the efficacy and effectiveness of their work in the field. It was most appreciable that majority of veterinary assistant surgeons attended trainings in the areas of gynaecology and extension. However, it was observed that the veterinarians emphasized hands on skills on training programmes conducted.

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