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Socio psychological profile of para veterinarians of Nalgonda district of Telangana state

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Abstract
The present study was designed to assess socio psychological characteristics of para veterinarians of Animal Husbandry (A.H) department. A survey was conducted in Nalgonda district of Telangana state of India. A total sample of 75 respondents were selected by proportionate random sampling method from four divisions of Nalgonda district. Information on age, education, experience, and training received, guidance and supervision, mass media exposure, innovativeness, risk preference, rational decision making ability, achievement motivation, job satisfaction and scientific orientation were obtained. Majority of the para veterinarians were middle aged, graduates, medium experienced and received medium duration of training. All most all of the respondents (94.67%) had medium extent of guidance and supervision. More than half of the respondents (54.66%) were having medium mass media exposure and two thirds (66.67%) came under medium category of innovativeness. Majority of para veterinarian's risk Preference, rational decision making ability, achievement motivation, job satisfaction and scientific orientation were in medium level.

Keywords: Para veterinarians, socio psychological characteristics, training received, risk preference

Introduction
Animal Husbandry (A.H) technologies developed for farmers are not transferred in appropriate manner and adopted accordingly. The success of Animal Husbandry programmes largely depends on scientific management of livestock and quick dissemination of latest technologies in an effective way (Mustafa, 1992) [4]. To maintain organizational effectiveness of Animal Husbandry department, the Knowledge and skill of the personnel working in the department has to be continuously updated. Through training, the persons must keep abreast of the latest developments in the field otherwise, it will retrograde his potential and capabilities. The purpose of training is to upgrade the quality of human resources in order to increase efficiency and effectiveness of the job of the individual (Prasad, 1990) [5]. Several research studies brought out that training was considered as one of the important factors which influences the job effectiveness of the para veterinarians. To give systematic training, one should identify the actual training needs of para veterinarians and their socio psychological characteristics. Keeping in view of all, an attempt was made to study the socio psychological characteristics of para veterinarians as these are essential to formulate effective training programmes.

Materials and Methods
An ex post facto research design was followed to study the socio psychological characteristics of para veterinarians. A total sample of 75 para veterinarians were selected based on proportionate random sampling method from four division's *viz.* Nalgonda, Miryalaguda, Suryapet and Bhongir of Nalgonda district of Telangana state, India. The data was collected by pre structured interview schedule and questionnaire method and analyzed by using appropriate statistical methods.

Results and Discussion
1. Age
It was observed that majority of the respondents (37.33%) were in middle age group as against 30.67 percent and 32.00 percent who were in the young and old age groups respectively. The mean age of the respondents was 42.3 years. The trend may be due to lack of promotions for a long time and because of less recruitment for Para veterinarian posts in the recent past. There

is a need to recruit young Para veterinarians to cater to the day to day Animal Husbandry activities. These findings are in agreement with the results of Rao (2004) [8] and Rahul (2006) [6].

2. Education
Majority of the Para veterinarians (86.67%) were grouped in the category of intermediate to graduation level and the rest (13.33%) were educated up to intermediate level and none of the respondents were post graduates. The findings probably denote that, the minimum basic qualification for recruitment of Para veterinarians is intermediate / Animal Husbandry polytechnic. There is no additional financial benefit / promotional benefit for higher qualification, hence the above trend was noticed. The results are in line with the findings of Ramprasad (2004) [7] and in contrary with Sastry and Raju (2008) [12].

3. Experience
The results brought out that majority of the Para veterinarians (45.33%) had medium experience followed by high (34.67%) and low (20.00%) experience. It was a good sign that majority of the respondents were in the medium followed by high experience category and Animal Husbandry department, planners and administrators should concentrate more on those Para veterinarians whose experience was low and appropriate initiatives may be taken up to improve their knowledge and exposure. The above trend was supported by Vijaybabu (2005) [16] who opined that majority of the respondents are having medium level of experience.

4. Training received
Majority of Para veterinarians (53.33%) belonged to medium category in respect to training received followed by low (41.33%) and high (5.34%) categories. The possible reason for the above trend might be due to the fact that though more training programmes are being organised by state department of Animal Husbandry, only a moderate number of them have received the training. This trend suggests that there is a need for improving abilities of Para veterinarians by conducting in-service training programmes. These results are in agreement with the findings of Reddy (2001) [9] and Reddy (2003) [11] who stated that majority of the respondent trainers were in medium duration training group.

5. Guidance and supervision
All most all of the respondents (94.67%) had medium extent of guidance and supervision and the rest (5.33%) were in the category of the low guidance and supervision from their superiors. This might be due to the fact that Para veterinarians received a desirable extent of guidance and supervision for efficient turn out of professional activities from their superiors at each and every stage of their work, which indicated the need to provide more guidance and supervision for better professional services to the farming community. These findings are in line with Reddy (2001) [9] who reported that majority were in medium guidance and supervision.

6. Mass media exposure
It was found from that, majority of the respondents (54.66%) were having medium mass media exposure followed by low (26.67%) and high (18.67%) mass media exposure. This clearly indicated that the respondents had contacted good number of mass media for reliable and timely information which facilitates effective decision making ability. Efforts may be made by the extension agencies to motivate the respondents to inculcate the habit of procuring more scientific information about livestock farming form various mass media sources. The findings are in accordance with the findings of Gopi Ramu (2005) [1] and Kumar (2006) [2].

7. Innovativeness
Majority of the respondents (66.67%) were under medium category followed by low (17.33%) and high (16.00%) categories of innovativeness. This may be due to their intermediate level of education, inadequate resources, medium mass media exposure and also disinclination to take risk for innovative practices. More emphasis should be given on educating the Para veterinarians with latest and scientific information which will motivate them to be innovative to take up new scientific practices. The trend was supported by Rahul (2006) [6] who opined that majority of the respondents are having medium level of innovativeness.

8. Risk Preference
It was observed that, nearly half of the respondents (49.33%) fall under medium risk preference group followed by 28 percent in low and 22.67 percent in high risk preference groups. It may be professional pressures i.e veterinary profession being a challenging profession in the present changed livestock development scenario where one needs to have the courage, dynamism and leadership hence, prefer to take risk in undertaking the activities which may yield positive results in their career in the long run. The observations of the study are in confirmation with the reports of Kumar (2006) [2] who reported that majority of the respondents were in the medium risk preference group.

9. Rational decision making ability
More than half of the Para veterinarians (54.66%) were grouped in medium category, 26.67 percent belonged to high and 18.67 percent were in low rational decision making ability category respectively. The change in the magnitude of responses was mainly due to the fact that majority were middle aged with intermediate to graduation qualification and medium innovativeness. Decision making ability of an individual is a strong deciding force to undergo training programmes. The observations of the study are in agreement with the findings of Kumari (2004) [3] and in contrary with Reddy (2008) [10].

10. Achievement motivation
Majority of the respondents (58.67%) were having medium achievement motivation followed by high (25.33%) and low (16.00%) categories respectively. It was a healthy trend that majority of the respondents had medium to high achievement motivation. This indicates that Para veterinarians are eager to achieve the success in their avocations. The results are in accordance with the findings of Sudharani (2004) [13] and Vijaybabu (2005) [16] who reported that majority of the respondents belonged to medium achievement motivation.

11. Job satisfaction
Majority of the respondents (54.66%) had medium job satisfaction as compared to an equal (22.67%) of the respondents who had low and high extent of job satisfaction. The probable reason for this might be due to medium organisation climate of the department and the Para

veterinarians have mind set to serve for the cause of Veterinary profession and also many of them effectively utilizing their experiences in carrying out the Animal Husbandry activities thus resulting in their personal growth and in turn fulfilling the objectives of Animal Husbandry department. The finding are in contrary with the results of Vaisy (2006) [14] and in line with Rao (2004) [8] who reported that majority of AEOs had average job satisfaction.

12. Scientific orientation

About half (50.66%) of the respondents had fallen under medium scientific orientation category followed by 26.67 percent in high and 22.67 percent in low categories of scientific orientation. The probable reason might be due to the fact that majority of the Para veterinarians were medium experienced and had medium mass media exposure and hence above trend. The department of Animal Husbandry and other agencies who are operating in the area should encourage these respondents who are in low category of scientific orientation so that adoption of scientific innovations and perception towards training increases significantly. The findings are in line with the findings of Sudharani (2004) [13] and Vidyadhari (2007) [15] who reported that majority of the respondents are having medium scientific orientation.

Conclusion

The present study indicated that more than one third (37.33%) of the para veterinarians were in middle age group. 86.67 percent were in the category of intermediate to graduation level of education and the rest (13.33%) were educated up to intermediate level and none of the respondents were post graduates. sAround half of the respondents had medium experience and received medium duration of training. All most all of the respondents (94.67%) had medium extent of guidance and supervision. More than half of the respondents (54.66%) were having medium mass media exposure and two thirds (66.67%) came under medium category of innovativeness. Nearly half of the respondents (49.33%) fell under medium risk preference group followed by 28 percent in low and 22.67 percent in high risk preference groups. Majority of para veterinarians are rational in taking decisions. 58.67 percent were having medium achievement motivation with medium level of job satisfaction. Half (50.66%) of the respondents had medium scientific orientation. Efforts may be made by the extension agencies to motivate the respondents to inculcate the habit of procuring more scientific information about livestock farming form various mass media sources and there is a need to provide more guidance and supervision for better professional services to the farming community

Table 1: Socio psychological characteristics of Para veterinarians

S. No	Variable	Category	Frequency	Percentage
1	Age	Young age	23	30.67
		Middle age	28	37.33
		Old age	24	32.00
2	Education	Up to Intermediate	10	13.33
		Intermediate to graduation	65	86.67
		Above graduation	0	0.00
3	Experience	Low experience	15	20.00
		Medium experience	34	45.33
		High experience	26	34.67
4	Training received	Low duration	31	41.33
		Medium duration	40	53.33
		High duration	05	5.34
5	Guidance and supervision	Low guidance and supervision	4	5.33
		Medium guidance and supervision	71	94.67
		High guidance and supervision	0	0
6	Mass media exposure	Low mass media exposure	20	26.67
		Medium mass media exposure	41	54.66
		High mass media exposure	14	18.67
7	Innovativeness	Low innovativeness	13	17.33
		Medium innovativeness	50	66.67
		High innovativeness	12	16.00
8	Risk preference	Low risk preference	21	28.00
		Medium risk preference	37	49.33
		High risk preference	17	22.67
9	Rational decision making ability	Low rational decision making ability	14	18.67
		Medium rational decision making ability	41	54.66
		High rational decision making ability	20	26.67
10	Achievement motivation	Low achievement motivation	12	16.00
		Medium achievement motivation	44	58.67
		High achievement motivation	19	25.33
11	Job satisfaction	Low job satisfaction	17	22.67
		Medium job satisfaction	41	54.66
		High job satisfaction	17	22.67
12	Scientific orientation	Low scientific orientation	17	22.67
		Medium scientific orientation	38	50.66
		High scientific orientation	20	26.67

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