

A Correlation Study To Determine Relationship Between Work Related Quality Of Life And Job Satisfaction Among ASHA Workers In Selected Community Area Kanpur

Astha Sharma,

PBBsc 2nd Year student, Govt. College Of Nursing, GSVM Medical Campus. Kanpur.UP.

Email.id-sharmastha3866@gmail.com

Contact no-9120792782

ABSTRACT

ASHA worker are the backbone of the primary health care at grassroot level in India who provides health care services at the doorstep. They were launched under NRHM to cater to population of every village with an aim to raise awareness about health and its underlying factors and motivating community, formulating local action plan and promote health among people. Work related quality of life(WRQOL) and Job satisfaction play important role in effective health care services by health professionals. This study was undertaken with an objective of levels of WRQOL and Job satisfaction among ASHA workers and also to find correlation between the two. **Methods:** The study used non-experimental approach with descriptive correlation design. The data collection was done using self-reporting method with a standardized WRQOL scale and a structured Job satisfaction scale. 60 ASHA workers working under CHC Kalyanpur were recruited bthly using convenience sampling method. **Results:** showed that there is a positive relationship between work-related quality of life and job satisfaction, the Pearson correlation value and the coefficient is 0.634 and 0.05 level of significance $p < 0.05$. **Conclusion:** the study concluded that ASHA workers have higher job satisfaction level and their

WRQOL is higher in score which are highly correlated. The level are not affected by age, religion, level of education and population covered by ASHA. The study recommends further similar studies on primary health care provider.

Key word: ASHA worker, Work related quality of life(WRQOL), job satisfaction

Introduction

The National Rural Health Mission (NRHM) was established with the goal to place a qualified female Accredited Social Health Activist (ASHA) in every village across the nation. ASHA workers were also extended to the urban settings. ASHA is the backbone of health care services because she provides door to door assistance and act as a liaison between community and health professional Job satisfaction is an employee's feeling shows that how much an individual appease towards their work. The key components of job satisfaction are pay scale, relations with co-workers & supervisors, job security, promotions, recognition, healthy work environment, benefits, professional

growth & skill development. Some problems like incentive, practice training, positional status, professional support, and workforce of ASHA workers. Inadequate pay and job insecurity have resulted in dissatisfaction. ASHA workers initial time commitment was set to be a few hours a day, but their demands have increased exponentially, leaving them with limited time to themselves and their families They currently work over 8 hours a day, leaving them feeling inactive and drained. Despite the benefits and progress made, there is persistent debate about how many tasks an ASHA can perform before quality and efficiency decreases. The dissatisfaction and poor work-related quality of life (WRQOL)- environment might affect their work.

NEED OF THE STUDY

The World Health Organization (WHO) defines community health workers (CHWs) as “members of the communities where they work, selected by the communities. supported by the health system and have shorter training than professional workers”. The accredited social health activist (ASHA) is a critical player in the overall design and strategy of the national rural health mission (NRHM), which in turn is a central government initiative to fulfill its aims on inclusive growth.

Asha workers in Delhi are also an integral part of the medical supply chain, particularly for expecting mothers, and have been given the responsibility of taking drugs from the dispensary and dropping them off at patients' doorsteps as required. These case studies confirm the already established fact that ASHA workers are in a very difficult situation and stressed due to the nature of their work, which has increased manifold under the current conditions.

As we all seen that ASHA workers are the integral part of health care delivery system but on the other hands they are lacking the provision of resources like no provision for photocopy, lack of bag articles, no ambulance for patients, no water cooler and toilet, no waiting area for ASHA, non-availability of phone. As we have seen that in health system, ASHAs perform the vital role for the community people. The dissatisfaction and poor work-related quality of life (WRQOL)-environment might affect their work. Since not much studies have been conducted to assess both work-related quality of life and job satisfaction and their correlation with each other. Hence the researchers planned this study with an objective of assessing the WRQOL and job satisfaction of ASHA workers and also to find its correlation.

STATEMENT OF THE PROBLEM

“A correlation study to determine relationship between work related quality of life and job satisfaction among ASHA workers in selected community area Kanpur”.

OBJECTIVES

- To assess the level of work-related quality of life of the ASHA worker
- To assess the level of job satisfaction among ASHA workers
- To find out the relationship between work related quality of life and job satisfaction.

HYPOTHESIS- Less than at 0.05 level of significant.

H01- There will be no significant correlation between work related quality of life and job satisfaction levels among ASHA workers.

H1- There will be a significant correlation between work related quality of life and job satisfaction levels among ASHA workers.

Materials and methods:

RESEARCH APPROACH

The research approach refers to a general set of orderly disciplined procedure use to acquire dependent and useful

information. In this study Non-experimental approach (Quantitative) was used.

RESEARCH DESIGN

In this study Descriptive correlational research design was used.

RESEARCH VARIABLES

The study research variables were job satisfaction and work related quality of life among ASHA worker.

POPULATION

In the present study, population is comprised of ASHA workers working in the selected community area covered under Community health Center Kalyanpur, Kanpur.

ACCESSIBLE POPULATION

ASHA workers working under community health centre kalyanpur, Kanpur

SAMPLE

ASHA workers of selected Community Health Center Kalyanpur in Kanpur.

SAMPLE SIZE

To achieve the objective of this study sample size was 60.

INCLUSION CRITERIA

- ASHA worker working in Communities under community Health Center

Kalyanpur, Kanpur at least one year .

- ASHA workers who are available at the time of data collection.
- ASHA workers willing to participate as subject in study.

EXCLUSION CRITERIA

- ASHA worker belonging to from communities not under the CHC, kalyanpur.

DATA COLLECTION TOOLS AND TECHNIQUE

The study used self-reporting method for data collection among ASHA workers of selected Community Health Center Kalyanpur in Kanpur.

The research tool consisted of three sections; Section A, B and C.

Section A. Demographic characteristics to seek information related to Age, Level of education, Religion and Population covered by ASHA workers.

Section B. Work related quality of life scale is a Likert scale which is a standardized scale given by Simon Easton

& Darren Van Laar, University of Portsmouth, UNITED KINGDOM. It comprised of 24 items seeking information on work related quality of life among ASHA workers.

Section C. Job satisfaction scale which is developed by using literature on job satisfaction among health professionals. It is a structured scale having 19 items.

RESULTS:

Section A: Finding related to the demographic characteristics of ASHA workers

Frequency And Percentage Distribution Of Demographic Characteristics Of The Subjects.

1. In terms of age ASHA worker, it showed that 28.3% of them were 25-30 years old, 38.3% were 31-35 years old, 33.3% were above 35 years of age
2. In terms of level of education, ASHA worker, it showed that 30% of them were 10th pass, 36.7% of them were 10 +2 pass, 1.7 % of them were ANM pass, 31.7% of them has other degree or diploma.

3. In terms of religion ASHA workers, it showed that 91.7 % of them were Hindu and 8.3% of them were Muslim

4. In terms of population covered by ASHA workers , it showed that 48.3% of them covered 2000- 3000

population, 43.3% of them covered 1000-2000 population,5% of them covered below 1000 population and 3.3 % covered above 3000 population.

Section B: Findings related to work related quality of life among ASHA workers.

Mean±Standard Deviation of work related quality of life and job satisfaction and evaluate the Pearson’s r value

Mean± Standard Deviation		Pearson’s r Values
WRQOL	91.08±8.834	.634
Job Satisfaction	72.25±4.953	

SECTION- C The results in table shows that correlation is significant at the 0.01 level. There was no significant correlation between work related quality of life and job satisfaction scores among ASHA workers with their age, level of education, religion and population covered as measured by standardized and self-structured questionnaire

CONCLUSION

The study concluded that ASHA workers have high job satisfaction level and their WRQOL is high in score which are highly correlated. The levels are not affected by age, religion, level of education and population covered by ASHA. The study recommends further similar studies on primary health care provider.

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