



Effect Of Work Environment Of Asha Workers On Their Performance In Thiruvananthapuram

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Abstract

The environment in which a person works has got the potential to affect both his personal life as well as professional life. The work environment supported by the superiors and the co-employees pave the way to better productivity and performance of that person. The same is applicable in the case of the ASHA workers. In this view, the current study is an attempt to explore the impact of work environment over the performance of the ASHA workers. The respondents are the ASHA workers who have been selected through the simple random method of sampling. The sample size of the study is 100. The tool used for data collection is a questionnaire and the instrument used for analysis of the collected data is Regression analysis. The outcomes of the analysis show that there is significant relationship between work environment and Work performance of ASHA workers.

Keywords: Work Environment, Performance, ASHA Workers

INTRODUCTION

An ASHA volunteer is a women resident of a village. She has to possess ten years of formal education as her qualification. Such a volunteer is required to serve the population of nearly seven hundred people in rural areas as well as tribal areas. Such a volunteer is appointed by the Panchayat, the Sarpanch, other residents in the village and the officials of the health departments in a meeting held at the village level. The training tenure of twenty-three days is provided for the ASHA volunteer which is provided by the health department. The work of ASHA workers is supervised at the PHC (primary health centre) level. They get monetary benefits on the basis of their performance.

OBJECTIVES

The purpose of the study is to identify the impact of the work environment of the ASHA workers on their performance.

REVIEW OF LITERATURE

Sharma, Reetuet al., (2014) examined the factor which affected the community-health employee's performance. the study was done from the perspective of the stakeholders. The authors had done the study in the context of Indian economy. The CHWs (community health workers) are considered to be a connector of the community with the health department of several nations. As far as India is concerned, this work is done by the ASHA workers since the year 2005. The ASHA workers are the female volunteers at the village level. The ASHA workers mainly work for the health departments. But in Rajasthan, these workers support 2 of the departments of government. The present paper examined the factors related with the performance in work from the perspective of the stakeholders. The authors had done the study in sixteen villages of 2 administrative blocks in Udaipur district, Rajasthan. The respondents of the study were the ASHA workers, their co-employees and representatives and data was collected through in-depth interviews. A total of 63 such interviews were held. Analysis of the data was done manually through an inductive approach along with open coding. Findings of the study showed that the performance and motivation of the ASHA workers are impacted by many factors. Some of such factors included personal factors like education, professional factors like job security and training and organizational factors like infrastructure along with external work atmosphere. For improving the performance of the ASHA workers, it is important to enhance the cordial work relations amidst the workers.

Brahmbhatt, Mansi and Sheth, Jay (2017) had carried out a focus group discussion. The study was done in the context of the urban ASHA workers in the context of the challenges in their work. The urban ASHA employees act as the connectors between the urban poor and the urban health system for providing effective, reliable, accountable, affordable and accessible primary health care. The aim of the study was to explore the challenges related with work that are confronted by the ASHA workers in urban areas and also for seeking solutions for the same. The study was done in Ahmedabad. Respondents were selected through random sampling method. analysis was done using interview transcribing. The findings showed that service provided satisfaction. On the other hand, salary did not give such satisfaction. Few work-related issues included transport, communal cooperation, environmental challenges and long work hours.

RESEARCH METHODOLOGY

The respondents of the study are the ASHA workers in thiruvananthapuram who have been selected through simple random method of sampling. the sample size of the study is 100. The information required for carrying out the study has been collected through questionnaire and analysis of the collected data has been done through Regression analysis.

ANALYSIS AND INTERPRETATION**Relationship Between Work Environment And Asha Workers Performance**

R	R Square	Adjusted R Square	F	Sig.
0.847(a)	0.717	0.696	33.377	0.000(a)

a Predictors: (Constant), Work environment

Coefficients(a)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.553	.246		6.308	.000
My working life balances with my family life.	.143	.024	.341	5.845	.000
Overall this organisation is a harmonious place to work.	.151	.025	.369	6.028	.000
This organisation regards welfare of its employees as its first priority.	.161	.026	.351	6.131	.000
Workers and management get along in this organisation.	.184	.028	.397	6.584	.000
For the work I do, the physical working conditions are very pleasant.	.020	.026	.047	.791	.431
This organisation offers a lot of security.	-.029	.029	-.063	-1.007	.317
A spirit of cooperation and teamwork exists.	-.011	.025	-.026	-.459	.648

a Dependent Variable: Work performance

INTERPRETATION

Table shows the regression analysis of overall Work performance as the dependant variable related to work environment as independent variables. In order to identify which work environment influences mostly towards the Work performance, a multiple regression analysis was performed and the results are shown in the above table.

The coefficient of Regression determination (R^2) is 0.717 which means that 71.7 percent of the variation on Work performance is determined by the independent variables. To check the significance of R^2 , ANOVA was performed and the result shows a significant outcome ($F = 33.377$; $p < 0.000$) which means that the work environment significantly influences Work performance.

CONCLUSION

The goal of this paper is to collect more evidence about impact of work environment of the ASHA healthcare service workers. We studied the work environment of the AHSHs workers in Kerala and its influence on their performance. The coefficient of Regression determination (R^2) is 0.654 and the result shows a significant outcome ($F = 29.336$; $p < 0.000$). The result of the study shows that there is significant relationship between work environment and Work performance of ASHA workers.

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