



Assessment of the working experience among ASHA health workers

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Abstract:

Background

Globally the frontline workers play a vital in health care system which indicates the health awareness and promotion of health with preventive aspects. The ground level workers like ASHA workers have important role in initiation of survival and conducting programs. The aim of the study to assess the level of working experience and association of work experience with selected demographic variables among ASHA worker

Methodology

The research design is cross sectional descriptive with quantitative approach. Totally 50 subjects participated for the study with purposive sampling technique. The data was collected with the level of performance scale which is self-structured research tool constructed by the researcher. Totally 7 days was utilized for data collection.

Result

The study result was 31 (62%) had highly work experience, 10 (20 %) had lowly work experience and least of 09 (18 %) had moderately level of work experience. The association of work experience with age, having children under 5 years and area of residence is statistically significant at the level of $p < 0.05$.

Conclusion

The study concluded that when the age increases the level of work will be increasing according the performance. The work experiences which is depends mainly on the knowledge and critical thinking with application of skills.

Keywords

ASHA, Health workers, work performance

Introduction:

The human life as the logical and systemic way of living in order to survival in this modern world. The humans have mainly three things needed for survival i.e. food, shelter and education for their living in this world^{1,2}. In order survive everyone needs money which can be obtained by having or doing job, it can be because of the education which we acquired or through developing skills. Further the education as an impact during their job as the skill, performance and critical thinking with managing capacity^{3,4}. Mainly frontline will have more depression and also burnout problems because of the prolonged working in the area.

ASHA workers are having great responsibilities in handling, and control of the disease while conducting health awareness in the particular area^{5,7}. The healthcare system as many levels of health care worker because the high level will take place in administration part and others will be taking care of resident in community area which is important to create awareness and reduce the spread of disease in particular place⁶. The work place will comprise most of the human health with psychological work environment and satisfaction of individuals to have proper function of the individual⁸.

In ASHA health worker is mainly focused on serving and facilitator to provide care for patients in community care level which is launched from 2005. Our India is 9.83 lakh ASHA statistics as per 2021 was been working in 35 states and 7 Union Territory. ASHA as mainly roles and responsibilities is taking survey about the communicable and non-communicable under Ayushman Bharat Programme⁹.

Need for study:

ASHA health care worker as the main role in taking care of perinatal period for the mother, newborn and under 5 children, and epidemics prevention activities. In terms of health care worker ratio according to the population, for 1000-person one ASHA health worker in 2020-2021¹⁰.

Our country needs more health care professional in all type categories and even their participants will contribute the best outcome of the health care delivery system. Ground level of workers or the paramedical workers should possess the capacity to work in all type of situation for them^{11,12}. Because the sudden outbreak of disease or non-communicable will give poor outcome as well as the increase commodities will make the issues to be present throughout the year or country. Need of the personal is increased in very categories of health care system.

Since, the eligibility of education will not make or guide a person to work in particular. So, training in every situation is need to suppose and make them hope up with their job. This made the researcher to conduct a study regarding the work performance among ASHA health care workers which is important to handle the different situations.

Problem statement:

A study to assess the working experience among ASHA health workers at selected PHC, Surat.

Objectives:

- To assess the level of working experience among ASHA health worker
- To associate the working experience with selected demographic variables among ASHA health worker.

Research methodology:

The research approach was quantitative research approach with cross sectional research design. Totally 50 subjects participated in this research and purposive sampling technique was used in this study. The targeted population is ASHA workers in selected PHC and Community health center. The tool was self-structured questionnaire with Yes or No type questions with 15 items. The setting was selected with availability of samples in the PHC and CHC. Totally 3 PHC and one community health center was selected for conducting the study. Before conducting the study, prior permission was obtained from the consent authority and also consent was obtained from the participants. The samples were given freedom to withdraw from the study at any point of time. Totally 7 days was taken to complete the data collection. Then the data was organized in spread sheet and analyzed by using descriptive and inferential statistics.

Ethical consideration:

Before the data collection the permission was obtained from the chief medical officer in selected PHC and CHC. The consent was obtained from the samples before conducting the data collection. They were given freedom to withdraw from the study at any point of time.

Results and discussion:**Distribution of demographic variables:**

Regarding age distribution most of ASHA health worker 28 (56%) belong to the age group of 21 – 30 years, totally 50 samples were female subjects, maximum subjects 43 (86%) were married, 33 (66%) subjects were living as jointed family, most of them 19 (38 %) have completed high schooling of education, most of them 27 (54%) had child less than 5 years of age, 27 (54%) of them having less than Rs.4999 as total family income, 44 (88%) subjects are residence in rural area. (Table- 1)

This study is consistent with the results conducted by **Bansal¹³(2021)** which indicates most of them belong to the age group 28-46 with mean is 38.6

The data was analysed by using the objectives stated:

The first objective to assess the level of work experience among ASHA health worker, 31 (62%) had highly work experience, 10 (20 %) had lowly work experience and least of 09 (18 %) had moderately level of work experience. The mean score is 9.78 with standard deviation is 3.94 towards level of work experience (**Table: - 2**)

The second objective to associate the level of work experience among ASHA health worker, age, having children under 5 years and area of residence is statistically significant at the level of $p < 0.05$. (**Table: -3**)

Table: - 1 Frequency and distribution of demographic variables among ASHA health worker.

N=50

s.no	Demographic variables	Distribution N=50	Percentage (%)
1.	Age		
	-21-30	28	56
	-31-40	15	30
	-41-50	7	14
2.	Marital status		
	-Married	43	86
	-Single	7	14
3.	Type of family		
	-Nuclear	17	34
	-Joint	33	66
4.	Education status		
	-High school	19	38
	-Higher secondary	17	34
	-Diploma	11	22
	-Graduate	3	6
5.	Having child less than 5 years		
	-Yes	27	54
	-No	23	46
6.	Total family income per month in rupees		
	-More than 10,000	3	6
	-7,000-9,999	4	8

	-5,000-6,999	16	32
	-Less than 4,999	27	54
7.	Area of residence		
	-Urban	6	12
	-Rural	44	88

Table: - 2 Frequency and distribution of level of work experience among AASHA health worker

N= 50

s.no	Level of work experience	Score	Distribution N = 50	Percentage (%)	Mean and standard deviation
1.	Highly	11 - 15 (73% - 100%)	31	62	Mean = 9.78 Standard deviation = 3.94
2.	Moderately	06 – 10 (40% - 72%)	09	18	
3.	Lowly	0 – 05 (0% - 05%)	10	20	

Table: - 3 Association between the level of work experience with selected demographic variables among AASHA health worker.

N=50

s.no	Demographic variables	Distribution N=50	Percentage (%)	Highly		Moderately		Lowly		Chi-square test
				n	%	n	%	n	%	
1.	Age									Chi – square value 10.992, Df=4, P= 0.026
	-21-30	28	56	22	44	1	2	5	10	
	-31-40	15	30	7	14	5	10	3	6	
	-41-50	7	14	2	4	3	6	2	4	
2.	Marital status									Chi-square value 0.392, df=2, p=0.822
	-Married	43	86	27	54	8	16	8	16	
	-Single	7	14	4	8	1	2	2	4	
3.	Type of family									Chi-square value 2.275, df=2, p=0.320
	-Nuclear	17	34	9	18	5	10	3	6	
	-Joint	33	66	22	44	4	8	7	14	
4.	Education status									Chi-square value 5.891, df=6, p=0.435
	-High school	19	38	14	28	2	4	3	6	
	-Higher secondary	17	34	10	20	2	4	5	10	
	-Diploma	11	22	5	10	4	8	2	4	
	-Graduate	3	6	2	4	1	2	0	0	
5.	Having child less than 5 years									Chi-square value 6.805,
	-Yes	27	54	21	42	2	4	4	8	
	-No	23	46	10	20	7	14	6	12	

										df=2, p=0.033
6.	Total family income per month in rupees									Chi-square value
	-More than 10,000	3	6	0	0	2	4	1	2	11.235,
	-7,000-9,999	4	8	1	2	2	4	1	2	df=6,
	-5,000-6,999	16	32	12	24	1	2	3	6	p=0.081
	-Less than 4,999	27	54	18	36	4	8	5	10	
7.	Area of residence									Chi-square value
	-Urban	6	12	1	2	3	6	2	4	6.745,
	-Rural	44	88	30	60	6	12	8	16	df=2, p=0.034

Conclusion

The study concluded that the work experience is very important while having the patients and resident in the community area. The experience of the individual will give more important with their age and also duration of job in a particular area.

Conflict of interest:

There is no conflict of interest towards this study publication declared by the authors.

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