

## Original Research Article

# A Study on Constraints Faced by Lady Supervisors on their Job Performance of Samastipur District

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## ABSTRACT

The research study was conducted in Samastipur district of north Bihar region during 2015-16 with the sample size of 58, lady supervisor working under ICDS. The Supervisor is the immediate senior official of the Anganwadi workers and subordinate to the Child Development Project Officer. Lady supervisors are the key person for implementation of this programme at ground level. The study reveals that Major constraints faced by lady supervisors under ICDS programme was lack of training facility for anganwadi workers(82.07), lack of complete knowledge about ICDS(69.34), lack of adequate facility regarding work and work site information (71.60)and lack of proper location of anganwadi buildings (71.41)

### Keywords

Constraints, faced,  
lady supervisors

## Introduction

Starting from the First Five Year Plan, several programmes were launched by the Government for the welfare of the children particularly in the field of health, nutrition and education, but in spite of all these programmes children of the country still face a number of problems. It is needless to say that child mortality rate is still quite large, during the 1<sup>st</sup> year of their life. This child mortality is still more than 10 per cent.

Looking to this essential demand, the scheme “Integrated, Child Development Services” (ICDS) was launched on 2<sup>nd</sup> October, 1975. It is Central Government sponsored programme, which produce

package of services comprising of supplementary nutrition, immunization, health checkup, treatment of minor ailments, referral services, pre-school education, non-formal education, health education and convergence of other supportive services such as safe drinking water, sanitation etc. The ICDS is mainly a preventive and development programme to improve, the health and nutritional status of children below 6 years of age and their mother. Lady supervisors are playing a key role in delivering these service and an important link b/w the Anganwadi worker. The supervisors of the project, contribute to the growth of an Anganwadi worker, through

frequent and regular interaction with her. A lady supervisors is thus, required to perform multifarious duties. The perception of their own role by the lady supervisors and the difficulties coming in their way have a direct bearing on their job efficiency.

In order to work efficiently and effectively, a planner policy maker must know those factors which cause constraints so that these can be taken care keeping this in view the present investigation was undertaken to study the perception of constraints by lady supervisors.

### **Materials and Methods**

There are 20 blocks in Samastipur district. The present study has been carried out in 20 blocks of Samastipur district

In each block of Samastipur district there is one CDPOs and are number of lady supervisors working under ICDS. Altogether in twenty blocks there are 116 lady supervisors working under the ICDS, out of which 50 per cent of total population of lady supervisors i.e. 58 constituted the sample size of the study following the simple random technique.

In performing their role by lady supervisors, they face some constraints which have direct bearing on the assign job performance.

The constraints perceived by the lady supervisors were categorized in four sections i.e. social constraints, psychological constraints, institutional constraints and infrastructure constraints.

To know constraints wise ranking, Garrett ranking technique was used i.e. average and percentage analysis was carried out to draw meaningful interpretation of the results. To analysis the different constraints in

performing role by lady supervisors all possible reasons were made known to them. They were asked to them the rank in the order of their importance. The rank given by them were quantified using the Garrett Ranking Technique (Garrett, 1969) using the formula.

$$\text{Percent position} = \frac{\sum_{j=1}^n (R_{ij} - 0.5) / N_j}{n} \times 100$$

Where

$R_{ij}$  = Rank given for the  $i^{\text{th}}$  item by the  $j^{\text{th}}$  individual and

$N_j$  = Number of items ranked by the  $j^{\text{th}}$  individual.

### **Results and Discussion**

During the investigation respondents expressed many reasons due to which they could not performed well for effective implementation of ICDS.

In addition, respondent were ask to give their suggestions for effective implementation of ICDS programme. Suggestions are the ideas put forth by respondent based on their experience and problems faced by the lady supervisors during their role performance. The constraints faced by lady supervisors were classified in to four categories viz., Social, Psychological, Institutional and Infrastructural constraints.

It is clear from the table 1 that the majority of the respondent faced constraints were lack of training facilities for anganwadi workers (82.07) this one was followed by more number of beneficiaries has to be covered in ICDS and lack of pertinent knowledge about new innovations. The other constraints faced by lady supervisors in order of their importance.

**Table.1** Social constraints faced by lady supervisors

(N=58)

<b>A.</b>	<b>Social constraints</b>	<b>Mean Garrett score</b>	<b>Rank</b>
1.	More number of beneficiaries has to be covered in ICDS.	78.71	II
2.	Rude behaviours of the AWWs with lady supervisor at the worksite.	52.38	XI
3.	Caste based biasness regarding getting work under ICDS.	41.33	XVI
4.	Lack of knowledge in extension approach.	57.97	VIII
5.	Lack of training facilities for anganwadi workers.	82.07	I
6.	Low level of education of beneficiaries.	63.17	VII
7.	Negative social attitude	43.59	XV
8.	Lack of family support	23.19	XXI
9.	Dominance of male in decision making	21.02	XXII
10.	Social customs & traditions	70.59	IV
11.	Family responsibility	30.74	XX
12.	Playing dual role of a house wife and working women	53.19	X
13.	Difficulty in raising finance	68.45	V
14.	Health problems	15.62	XXIII
15.	Tendency of others to under estimate a women's capability	34.78	XIX
16.	Lack of economic resources under command	68.03	VI
17.	Resistance from family	35.95	XVIII
18.	Lack of command in the implementation of a decision	44.71	XIV
19.	Motherhood	50.47	XIII
20.	Un equal distribution of house hold work	40.47	XVII
21.	Low social mobility	50.78	XII
22.	Lack of training programmes	57.74	IX
23.	Lack of pertinent knowledge about new innovations	75.59	III

**Table.2** Psychological constraints faced by lady supervisors

(N=58)

<b>B.</b>	<b>Psychological constraints</b>	<b>Mean Garrett score</b>	<b>Rank</b>
1.	Lack of complete knowledge about ICDS.	69.34	I
2.	Low literacy rate among the beneficiaries.	56.88	II
3.	Lack of interest among the beneficiaries in non-formal education	44.17	III
4.	Lack of interest among the beneficiaries regarding infrastructural development in their locality.	31.60	IV

**Table.3** Institutional constraint faced by lady supervisors

(N=58)

<b>C.</b>	<b>Institutional constraint</b>	<b>Mean Garrett score</b>	<b>Rank</b>
1.	Lack of adequate facility at worksite.	26.95	VI
2.	Shortage of technical personal at the worksite.	47.97	IV
3.	Delay in getting salaries	55.97	III
4.	Lack of transport facilities by institution	58.83	II
5.	Problem in getting re-engaged by institution.	39.76	V
6.	Lack of adequate facility regarding work and worksite information.	71.60	I

**Table.4** Infrastructural constraints faced by lady supervisors

(N=58)

<b>D.</b>	<b>Infrastructural constraints</b>	<b>Mean Garrett score</b>	<b>Rank</b>
1.	Lack of proper location of AWC building	71.41	I
2.	Lack of adequate light	49.79	III
3.	Lack of proper classroom	41.62	IV
4.	Lack of teaching aids & materials	58.91	II
5.	Lack of safe drinking water	30.07	V

The observation of the table 2 clearly revealed that the majority of the respondents faced the constraints lack of complete knowledge about ICDS as the mean Garrett score of this constraint was 69.34 which ranked first.

Similarly they also faced the problems like low literacy rate among the beneficiaries and lack of interest among the beneficiaries in non-formal education as indicated by the rank given to these constraints

Table 3 clearly indicates that among the above constraints the major constraints faced by lady supervisor were lack of adequate facility regarding work and worksite information as their mean Garrett value 71.60 was ranked first.

Similarly the other constraints faced by respondents under the institutional constraints were lack of transport facilities by institution and delay in getting salaries as their mean Garrett value 58.83 and 55.97 were ranked second and third, respectively

Among the above infrastructural constraints, the major constraints faced by respondents were lack of proper location of AWC building as the mean Garrett value (71.41) was ranked first. This was followed by lack of teaching aids & materials and lack of adequate lighting facility as their mean Garrett value 58.91 and 49.79 ranked second and third, respectively. The constraints lack of proper class room and lack of safe drinking water occupied IV<sup>th</sup> and V<sup>th</sup> ranked according to their mean Garrett value 41.62 and 30.07, respectively.

Major constraints faced by lady supervisors under ICDS programme were lack of training facility for anganwadi workers, lack of complete knowledge about ICDS, lack of adequate facility regarding work and work site information and lack of proper location of anganwadi buildings.

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