



*Short Communication*

## Job Expectation and Job Satisfaction of Field Veterinarian in Middle Gujarat

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### Abstract

*Stress is an integral part of today's life and field veterinarians are dwelling under stress many a times due to their job structure and working process. Competitive environment not only increase the expectation but also add stress in routine fashion. In this context, 56 veterinary doctors were interviewed with twenty third structured statements in middle Gujarat. Data were collected and introspected. All data were analyzed through principal component analysis that is a data reduction technique. Five factors have been generated that compiled all expectation and satisfaction of field veterinarians. Salary and welfare of the employees are found to be prime expectation for fulfillment of satisfaction level of the veterinarians in their organization. After that transparent working culture and employee growth meets their satisfaction level. Internal working environment, effective job analysis and proper work load structure improves the satisfaction level of field veterinarian in an organization.*

**Key words:** Job Satisfaction, Field Veterinarians, Principal Component Analysis

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### Introduction

Stress is an integral part of today's life. Though we categorized stress in to eustress and distress, but only thing is, it is magnitude of stress that makes someone happy and someone unhappy. Besides that stress is resistant after some days. Stress is an individual one. Individual gains stress either through his own personalities or from his own family. Organisation also put stress on individual in the era of competitiveness. Major challenges in stress are to find out the source. After opening of global market, quality aspect is observed not only in product level but also in service boundaries. Job satisfaction is the favorableness or un-favorableness with which the employee views his work. Job satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life's job satisfaction influences





one's general life satisfaction. Job expectation is defined as the things one wants from a job such as responsibility, satisfaction and good pay. Make all these things at a level, is a daunting task for the organizer. India is number one in milk production. It is the effort of producers who produces the milk. Not only that policy maker also defines and refines all policies for the betterment of producers. In between this domain, field veterinarians are dwelling routinely, trying to produce best service to the producers and trying to implement government plan and policy at inclusive way. Stress arises on them that prevent many a time to deliver the service. It may be their expectation level or may be their satisfaction threshold which binds them within stress horizon. Most of the veterinarians highlighted inadequate medicines, lack of infrastructure, shortage of human resource, administrative work load, indiscriminate practice by quacks etc. were perceived as major issues for smooth functioning of Livestock Service Delivery (Channappagouda, 2018) and these issues might directly or indirectly add stress among field veterinary officers.

Singh and Pestonjee (1990), in their study confirmed the hypothesis and it was found that job satisfaction of the Bank employees was positively affected by the occupational level, job involvement and participation. Mehra and Mishra (1991) in their study showed that mental health has a moderating effect on the intrinsic job satisfaction-occupational stress relationship. Again, job satisfaction is a multi-dimensional phenomenon where it is not easy to assign one factor as the sole determinant of satisfaction/dissatisfaction with the job (Chaudhury & Banerjee, 2004). Mallaiah (2008) discussed the key issues of organization like job rotation, promotion policy, reward system, employee frustration, leadership qualities and superior and subordinate relations. Nattar (2010) examined the job satisfaction of college library professionals and concludes that the necessary activities were very much needed to improve the job satisfaction of the library professionals. Karim (2010) studied the impact of five work related variables such as role conflict, role clarity, job autonomy, job performance feedback and job involvement on organizational commitment and job satisfaction among Malaysian university librarians.

Day by day, job satisfaction comes to the field level. Ambadekar *et al.* (2017) studied on Job Perceptions of Public Health Workforce in Rural Area of Yavatmal District, Maharashtra, India. Good working relationships, good income, superior recognizing good work were considered for betterment of job related perception and subsequent satisfaction. Field veterinarians who are known as doctors of dumb animals, farmers' first call at the time emergency and God's own representatives for the animals cannot be ignored if they are in stress. Numbers of time, it has been observed that after graduation, veterinary students prefer Banking or any other administrative jobs which is a challenge in coming future (Nukala *et al.*, 2018). So, stress identification and management is very much essential for field veterinarians that pulls best talent in future. In this ground the concept of this study has been derived in middle Gujarat.



## Materials and Methods

For accomplishing this study, middle Gujarat has been considered as it is under the domain of Anand Agricultural University, Anand. AMUL (Anand Milk Union Limited) has its presence in this area. IRMA (Institute of Rural Management) and NDDDB (National Dairy Development Board) like organization have been showing their positive input in livestock production and management. It is a census study (56 Veterinary Doctors) and data collections have been done through Google data collector (Bifurcation shown in Table 1). Selections of respondents have been carried out through referral methods. It is primary based study. Structured schedules have been prepared consisting 23 numbers of questions/statements. Data have been collected after that, analysis has been done through principal component analysis. It is a data reduction technique and for controlling any bias ness this tool has been used here.

**Table 1:** Showing bifurcation of field veterinarians in middle Gujarat

S. No.	District	Taluka	No. of Respondent
1	Ahmedabad	Ahmedabad	5
		Paldi	2
		Viramgam	1
		Sanand	1
		Dhandhuka	1
		Dholka	1
2	Anand	Anand	3
		Ankalav	1
		Bhalej	1
		Umreth	1
		Napad	1
		Sojitra	1
		Tarapur	1
		Khambhat	1
		Borsad	1
3	Baroda	Baroda	4
		Vaghodiya	1
		Dabhoi	1
		Dharmaj	1
		Savli	1
		Karjan	1
		Padara	1
		Vasad	1
4	Gandhinagar	Gandhinagar	4
		Dehgam	1
		Kalol	1
		Mansa	2

**Results and Discussion**

Table 2 and Table 3 are two basic tests to understand the validity of factor analysis. What we observed in it that data were adequate and reduced to five major factors.

**Table 2:** Showing KMO and Bartlett’s Test of Sphericity

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.774
Bartlett's Test of Sphericity	Approx. Chi-Square	891.323
	df	253
	Sig.	0

**Table 3:** Showing total variance explained by different variables

Component	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.386	36.459	36.459	8.386	36.459	36.459	5.273	22.927	22.927
2	3.872	16.834	53.292	3.872	16.834	53.292	4.865	21.15	44.078
3	1.562	6.79	60.082	1.562	6.79	60.082	3.08	13.39	57.468
4	1.347	5.858	65.94	1.347	5.858	65.94	1.699	7.387	64.854
5	1.071	4.656	70.597	1.071	4.656	70.597	1.321	5.742	70.597
6	0.997	4.333	74.93						
7	0.854	3.713	78.643						
8	0.802	3.488	82.131						
9	0.574	2.496	84.627						
10	0.527	2.292	86.918						
11	0.516	2.242	89.16						
12	0.385	1.675	90.835						
13	0.37	1.607	92.442						
14	0.339	1.474	93.916						
15	0.264	1.149	95.065						
16	0.23	1.001	96.066						
17	0.218	0.946	97.012						
18	0.16	0.696	97.708						
19	0.155	0.675	98.383						
20	0.127	0.554	98.937						
21	0.115	0.5	99.437						
22	0.082	0.355	99.792						
23	0.048	0.208	100						

**Extraction Method: Principal Component Analysis**

All variables and their corresponding factors have been merged that are shown in Table 4. Here all factors are representing a similar group of characteristics. Factor 1 may be salary and welfare. Salary is the basic need which comes in lower hierarchy of Maslow Model. These groups belong to those persons who may be initial entrants in the organization, because they are highlighting those expectations which were clearly basic and essential. Salary is the important factor for satisfaction of personnel in an organization (Lim, 2008). Similarly, second factors may be transparent working culture and growth.

**Table 4:** Showing reduction of different variables in to different factors

Rotated Component Matrix <sup>a</sup>					
	Component				
	1	2	3	4	5
I'm satisfied with the allowances provided by Government	0.785				
I feel I'm being paid a fair amount	0.767				
The lighting and other arrangements in the office are satisfactory	0.766				
My supervisor considers my ideas too while making decision	0.754				
I'm satisfied with the first aid facilities	0.728				
I'm satisfied with the support from my co-workers	0.709				
I have freedom on job	0.705				
I'm happy with my work place	0.651				
Opportunity to participate in decision making		0.769			
Work assignments are explained clearly to me		0.755			
my work-life is meaningful		0.74			
Opportunity to participate in decision making		0.714			
Opportunity to participate in professional seminars and conferences		0.706			
I have adequate opportunity to use my ability		0.682			
An opportunity for professional growth		0.665			
Communication seems good within this organisation		0.605	0.565		
I'm satisfied with safety measures provided			0.868		
I'm satisfied with the refreshment facilities			0.812		
Working hours are convenient for me			0.673		
i'm satisfied with my chances of promotion			0.504		
I consider that my work is valuable				0.698	
My relationship with my supervisor is cordial				0.647	
I feel i have too much work to do					0.843

Extraction Method: Principal Component Analysis; Rotation Method: Varimax with Kaiser Normalization; a. Rotation converged in 6 iterations.

Growth based culture is need of the hour. When any one fulfills its basic need at some part of his life, he may go for esteem need, that is, move to higher hierarchy, according to Maslow Motivational Theory Model. These groups might be covered those respondents who were higher level in their career anchor. Again in one of the studies, Ram and Chaudhury (2010) highlighted that job satisfaction is highly correlated with organization climate. Third factor may be like Internal Working Environment. Internal working environment makes the working culture more healthy and convenient. Workers feel more comfortable and satisfied, but it depends on who are the respondents. If X type personalities are there, they are satisfied in this environment, but Y type personalities are asking more growth and esteem, may not suits to this group. These were the respondents who might belaid on middle hierarchy of Maslow Model, might be dwelling under security and social need. Fourth factor may be like job analysis, as statements like I consider that my work is valuable and my relationship with my supervisor is cordial are clumped in to one due to their similar

characteristics. These group respondents are very much pragmatic, analyzed their job and found worth in doing work. They were always being self-content in their life. Organization should try to retain these personalities. Final factor may be work load.

### Conclusion

Salary and welfare of the employees are prime expectation for fulfillment of satisfaction level. After that transparent working culture and employee growth meets their satisfaction level. Internal working environment, effective job analysis and proper work load structure improves the satisfaction level of field veterinarian in an organization.

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