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Opinions of health supervisors towards health workers activities

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Abstract

This study was to know the opinion of health supervisors towards activities of health care workers. The study was undertaken among 207 health supervisors coming for in service training at Health and Family Welfare training centre, Amritsar (Punjab). They were provided with questionnaire following the registration for training. It was found that majority of the participants (87.9%) agreed that planning of health workers activities should be as a team work, while about 16% of respondents denied that supervision is required for daily activities of the health workers. Punctuality is important; however, this study showed that health supervision (6.8%) stressed more on the punctuality of workers that female health supervisors (11.8%). This study also revealed that female's supervisors (45.7%) have more courage to accept blame for the mistake commits by workers than male supervisors (7.4%). This study revealed that there is no doubt majority of participants have positive opinions towards health workers activities. But in service sector all types of behaviour is required in different working situations, but most of the time democratic and participative type behaviour is very effective for a team work.

Key words:-opinions, Health supervisors, Health workers activities

Introduction

Supervision is defined as “an art or a process by which designated individuals or group of individuals oversee the work of the others and establish controls to improve the work as well as workers.”The aim of supervision is to see whether workers are doing the right job, as well as doing the job rightly.¹

Under the multipurpose health workers Scheme a health assistant (male and female) is expected to cover, a population of 30,000 (20,000 hilly and tribal areas) in which there are six subcentres, each with male and female health workers.

The job functions of Health Assistants (male and female) regarding (a) Administration (b) maintaining human relations, skill (c) methods of supervision are similar, but in the technical aspects, their supervisory functions are different.²

Objectives: To evaluate the opinions of Health Assistants towards health workers activities

Material and Methods

This study was conducted at Health and Family Welfare Training Centre, Amritsar, All the Health Supervisors who attended various training at the centre were included in the study population. An annexure available in the module for health supervisor was used to collect information regarding their opinion about the health workers activities. The performae was given at the time of inauguration. The information thus collected was compiled and analyzed and following observations were made.

Results

This present study was conducted amongst Health supervisors (M and F). Out of total 207, 148(71.5%) Health Supervisor (M) and 59(28.5%) Health Supervisors (F) were interviewed.

Majority of the participants (87.9%) agreed that planning of health workers activities should be as a team work, while about 16% of respondents denied that supervision is required for daily activities of the health workers.

Majority of (92.7%) participants agreed that firstly they should talk to the workers for the mistake he/she commits before complaining to higher authority.

Almost all supervisors had view that they should extend help to their workers when they have any additional work to do.

About 23% of the respondents believed that they should reply to the workers quarries even they do not know the exact answer while 11.2 % can't say anything above the statement.

About 3/4th of participants opined that new idea for the improvement of work, by the workers must present worker's idea.

Punctuality is important, however, this study shows that health supervision (6.8%) stressed more on the punctuality of workers that female health supervisors (11.8%)

14 % of health supervisors realized that it is not necessary to explain about importance of urgency of work to the health workers.

Very less (6.8%) participants opined that the workers should do their job strictly to their traditional ways.

41.9% of health supervision (M) want workers do their job themselves on other hand 24% of females supervisions feel so.

This study also revealed that female's supervisors (45.7%) have more courage to accept blame for the mistake commits by workers than male supervisors (7.4%).

From this study it is also clear that male's supervisors (94.6%) want to be friendlier with workers as compared to the female supervisors (72.8%).

Conclusion

This study revealed that there is no doubt majority of participants have positive opinions towards health workers activities. But in service sector all types of behaviour is required in different working situations, but most of the time democratic and participative type behaviour is very effective for a team work.

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