# RECORD JOB PERFORMANCE OF VETERINARY LIVESTOCK ASSISTANTS OF INTENSIVE CATTLE DEVELOPMENT PROJECT

J.P.S.Chauhan[1], K.C.Tyagi[2] & B.C.Das[3]

## ABSTRACT

The Intensive Cattle Development Project (ICDP) was started in 1962 during the Third Plan as a special development programme in the breeding tracts of indigenous breeds of cattle and buffaloes and in milk sheds of large dairy plants with the objectives of achieving in controlled breeding, disease control, supply of feeds and developing fodder through rural dairy extension and to provide milk marketing. To what extent the ICDP has succeeded largely depends upon technical efficiency of its employees, right from Veterinary Livestock Development Assistant (VLDA) who is the functional authority of ICDP. The VLDA being the key functionary, his performance in achieving the various targets like artificial insemination, pregnancy diagnosis, castration scrub bulls and deworming of calves, vaccination and treatment of animals will affect the performance of ICDP to a great extent. Keeping this in view, the present study was undertaken to assess the record job performance of Veterinary Livestock Development Assistants of ICDP in performing dairy husbandry practices in their jurisdiction.

**KEY WORDS:** Job Performance, ICDP, Veterinary, Livestock Assistant

## INTRODUCTION

The Intensive Cattle Development Project (ICDP) was launched in 1962 during the Third Plan as a special development programme in the breeding tracts of indigenous breeds of cattle and buffaloes and in milk sheds of large dairy plants with the objectives of achieving controlled breeding, disease control, supply of feeds and developing fodder through rural dairy extension and to provide milk marketing facilities. To what extent ICDP has succeeded in achieving objectives largely depends upon its employees, right from Veterinary Livestock Development Assistant (VLDA), the functional authority of ICDP. The VLDA being the key functionary, his performance in performing activities like Artificial Insemination (AI), Pregnancy Diagnosis (PD), Castration of scrub bulls and Deworming of calves will affect the performance of ICDP to a great extent. Keeping this in view, the present study was undertaken to study the performance of Veterinary Livestock Development Assistants of ICDP in performing selected animal husbandry practices in their jurisdiction.

## METHODOLOGY

The study was conducted in the ICDP area of Karnal district of Haryana State. Out of total of 225 VLDA units, 100 were included in the study subjected to the condition that i) the VLDA was the incharge of the units/centre ; ii)the unit must be engaged in cattle and buffalo breeding programme; iii) the VLDA must have at least two years of stay at the present place of posting. The job performance is operationally defined as the job items an individual performs as VLDAs. It was measured by obtaining information on their performance on various activities as indicated in the records. The level of job performance in terms of various activities performed and recorded by the VLDAs was considered. Here the quantitative aspect of the VLDA's performance as available from the record was taken into consideration. The data regarding such item of works as number of AI, treatment of cases, castration, dehorning, deworming etc., actually performed and recorded by the VLDAs were obtained from each of the VLDA centre record.

The sum total of all the items of a practice was considered as the total skill score of that practice. The data collected were analysed by employing suitable statistical techniques.

## RESULTS AND DISCUSSION

The job performance of the VLDAs was discussed under the following sub heads:

(i) Actual performance

(ii) Extent of achieving the targets

(iii) Coverage of total cows and buffalo population

**Actual Performance**–The information regarding number of inseminations done, number of cases treated etc. was used to categorise the respondents as low, medium and high on the basis of mean and standard deviation.

The data presented in the table 1 revealed that on an average a VLDA was performing 373 and 249 cases of AI and PD respectively in a year. The effectiveness of VLDAs in performing AI could be very well judged by the conception rate of the animal. The data revealed that

1, 2&3. Division of Dairy Extension Education, NDRI, Karnal

the VLDAs were achieving on an average 43 per cent conception rate in cow. The figures in table 1 indicate that on an average 121 calves were born in a year under the jurisdiction of VLDA. The VLDA is also responsible for providing first aid treatment to the livestock and data showed that on an average each VLDA attending 808 cases. There was a very wide variation (SD=336) which might be because of the variation in the livestock population under the jurisdiction of the VLDAs. The findings also revealed that a VLDA was performing on an average 2075, 188, 283, 32 and 8 numbers of H.S. vaccination, FMD vaccination, deworming, dehorning and castration respectively in a year.

### Table 1. Overall performance of Veterinary Livestock Development Assistants (N=100)

| S.No | Variables | Group | % | Mean | SD |
|---|---|---|---|---|---|
| 1. | Artificial Insemination | Up to 273 | 7 | 372.9 | 99.04 |
|  |  | 274 to472 | 73 |  |  |
|  |  | 473 and above | 20 |  |  |
| 2. | Pregnancy Diagnosis | Up to 172 | 14 | 248.9 | 76.6 |
|  |  | 173-326 | 73 |  |  |
|  |  | 327 and above | 13 |  |  |
| 3. | Cow conception rate | Up to 33 | 20 | 43.4 | 9.9 |
|  |  | 34 to 53 | 72 |  |  |
|  |  | 54 and above | 8 |  |  |
| 4. | Calf borne | Up to 67 | 12 | 121.4 | 54.0 |
|  |  | 68 to176 | 72 |  |  |
|  |  | 177 and above | 16 |  |  |
| 5. | Calf unit | Up to 1 | 53 | 2.5 | 2.6 |
|  |  | Up to 2 | 17 |  |  |
|  |  | 3 and above | 30 |  |  |
| 6. | Treatment of animals | Up to 427 | 9 | 807.9 | 336.1 |
|  |  | 428 to 1144 | 77 |  |  |
|  |  | 1145 and above | 14 |  |  |
| 7. | H.S. Vaccination | Up to 1398 | 2 | 2075.0 | 677.4 |
|  |  | 1399 to 2752 | 87 |  |  |
|  |  | 2753 and above | 11 |  |  |
| 8. | F.M.D vaccination | Up to 93 | 2 | 187.7 | 94.9 |
|  |  | 94 to 283 | 91 |  |  |
|  |  | 284 and above | 7 |  |  |
| 9. | Deworming | Up to 151 | 12 | 282.8 | 132.2 |
|  |  | 152 to 415 | 72 |  |  |
|  |  | 416 and above | 16 |  |  |
| 10. | Dehorning | Up to 10 | 10 | 32.3 | 22.1 |
|  |  | 11 to 54 | 80 |  |  |
|  |  | 55 and above | 10 |  |  |
| 11 | Castration | Up to 1 | 19 | 7.76 | 6.2 |
|  |  | 2 to 13 | 66 |  |  |
|  |  | 14 and above | 15 |  |  |

### Extent of Achieving the Targets

Extent of Achieving the Targets–The department of animal husbandry used to fix some criteria to assess the performance of VLDAs. The targets for the activities were fixed on the basis of the livestock population under the jurisdiction of VLDAs. However, targets were fixed only in case of some activities such as AI in cows and buffaloes, vaccination against HS and FMD. The data regarding the target fixed and target achieved in all the four activities for all the respondents were collected from records. The respondents were categorized in to four groups depending upon the target achievement.

### Table2: Categorisation of Veterinary Livestock Development Assistants

| S.No. | Category | Target Achievement |
|---|---|---|
| 1. | Poor | Less than 50 per cent |
| 2. | Average | 50 to 75 per cent |
| 3. | Good | 76 to 100 |
| 4. | Excellent | More than 100 per cent |

The results pertaining to target achievement presented in Table 3 revealed that most of the VLDAs of ICDP, Karnal exceeded in achieving their targets. There were 79, 62, 97 and 98 per cent of VLDAs had achieved more than 100 per cent of target in case of AI in cows, AI in buffaloes, HS and BQ vaccination respectively. These findings clearly revealed that most of the VLDAs in all the four activities had exceeded the target fixed. This might be due to reason that easy targets might have been fixed for the VLDAs. Another possible reason could be that the VLDAs might have put in their effort in accomplishing the targets set in a bid to earn good conduct grades in their annual assessment reports.

### Table 3. Extent of Achieving Targets by Veterinary Livestock Development Assistants (N=100)

| S. No. | Particulars | Poor (50%) | Average (51-75%) | Good (76-100%) | Excellent (>100%) |
|---|---|---|---|---|---|
| 1. | AI in cows | - | 6 | 15 | 79 |
| 2. | AI in buffaloes | 2 | - | 36 | 62 |
| 3. | HS vaccination | - | - | 03 | 97 |
| 4. | BQ vaccination | - | 2 | - | 98 |

### Table 4. Extent of Coverage (N=100)

| S. No. | Particulars | Work in Percentage | Frequency | % |
|---|---|---|---|---|
| 1. | AI in cows on the basis of breedable cows | Low up to 50% | 12 | 12 |
|  |  | Medium 51-75% | 50 | 50 |
|  |  | Higher more than 75% | 38 | 38 |
| 2. | AI in buffaloes on the basis of breedable buffaloes | Low up to 15% | 44 | 44 |
|  |  | Medium 16-30% | 50 | 50 |
|  |  | Higher more than 30% | 6 | 6 |
| 3. | HS vaccination on the basis of total population | Low up to 50% | 20 | 20 |
|  |  | Medium 51-75% | 57 | 57 |
|  |  | Higher more than 75% | 23 | 23 |

### Extent of Coverage

Extent of Coverage–However, an effort was put to analyse the population covered in their activities by the respondents. It was found from the table 4 that 12 per cent VLDAs covered about 50 per cent of breedable cow in their area. However, majority of the VLDAs (50%) were in the medium category of coverage. it was

also found that a very high level of VLDAs (44%) covered only 15 per cent of the breedable buffaloes through AI and majority of the VLDAs (57%) covered cow buffalo population to a medium extent in performing vaccination against HS.

## CONCLUSION

The above findings clearly revealed that AI coverage in cows and protecting cattle and buffalo population against diseases were the two activities which were performed at least in 50 per cent of the cow and buffalo population by the VLDAs of ICDP of Karnal district. Where as the coverage under AI in buffaloes were very poor as most of the VLDAs could not cover more than 30 per cent of breedable buffaloes in their respective areas.

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