

Assigned Workload Vs Performance Incentive Received by ASHA Koraput, Odisha

Introduction

- Initiation of ASHA in NHM, is a holistic approach to improve the community health.
 - Now it is observed that **number of assigned activities are increasing day by day.**
 - Working hour of ASHA is not scheduled, since requirement in health is situational.
 - They are trained, work hard 24x7, and they are accountable to the community and the health system.
 - The family life of the ASHA is disturbed, since they are on **24 hours call.**
 - ASHA is expecting a higher PI for her contribution to the health system.
- Under the above situation a study has been done to evaluate the average time devoted and PI received by ASHA per month.

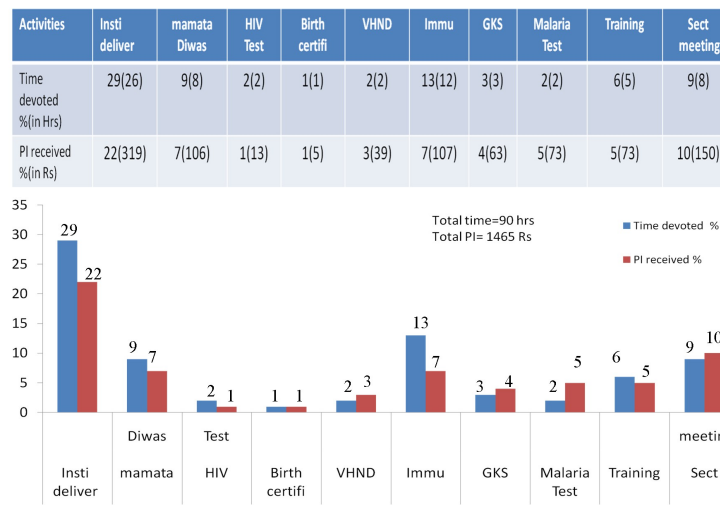


Data Analysis

Average time devoted & PI received by ASHA

	Avg Time devoted (in Hrs)	Avg PI received (in Rs)
Month	90	1465
Day	3	49

Time devotion & PI received by ASHA for monthly based activities



Limitations

- Summer training is time bound.
- Sample is small and the size might not represent the entire universe of the study.
- Due to L.W.E. data are collected from near to reach area.
- Cultural limitations are there.

Major Findings

- ASHA is devoting average 3 hrs per day for assigned activities.
- Average 49 Rs/day per ASHA is not a comfortable PI.
- .29% of total time is devoted for institutional delivery while PI is only for 22%.
- .13% of total time is devoted for immunisation day while PI is only for 7%.
- For Mamata Diwas she is devoting average 9% of total time and is receiving 7% of PI.

Major Observations

- On an average 20 days per month ASHA is going out for her activities.
- Family life is disturbed due to more pressure of assigned activities.
- Motivation and encouragement is to some extent lacking.
- Lack of physical & mental support from family and community.

Suggestions

- As per the concept of ASHA, workload may be relooked.
- PI amount might be revised as per the time spent.
- Committed ASHAs may be encouraged through exposure.
- Contribution of ASHA needs to be encouraged through State convention / Dist. Convention regularly.
- PI in case of HIV & Malaria test may be rationalised.
- ASHA feed back mechanism may be established to enhance their work spirit.
- Adequate support to be ensured to ASHA from health personnel at institution level.

Research Question

What is the workload assigned to ASHA in terms of man hour and the average PI (performance incentive) received per month?

Objective & Indicators

- Objective:-** To study the average time (hours) devoted by ASHA per month for assigned health activities.
Indicators:- Average time devoted for assigned health activities per month.
- Objective:-** To study the average performance incentive (PI) received by ASHA per month.
Indicators:- Average PI received from government per month
- Objective:-** To study amount of PI received Vs time devoted for different monthly based activities.
Indicators:- Average PI received against average time devoted for different Monthly based activities.

Research Methodology

- Sources of Data:-** Primary data is collected in form of in depth interview of ASHA.
- Study Type:-** Exploratory
- Study Duration:-** Two months
- Study Area:-** Pottangi, Kotpad, Boipariguda blocks of Koraput
- Sampling Technique:-** Stratified purposive sampling
- Selection of respondents:-** ASHA are purposively selected for interview those are willing to answer all the questions.
- Sample Size:-** 31 ASHA
- Techniques:-** In depth Interview of ASHA
- Tools:-** Semi structured (open - close end) Questionnaire

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