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## RESEARCH ARTICLE

## Job Satisfaction and Constraints Perceived by Women Field Veterinarians of Telangana State

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## ABSTRACT

*In the field, the veterinarian's role is very efficient who not only shoulders the responsibilities of farmer's satisfaction but also assists the government with animal husbandry development, as they work as a doctor and an extension agent. That especially when we consider women vet's responsibilities are found more weighted on their side compared to men, as they have to balance their work and family equally. So, an analysis was conducted to know the job satisfaction and constraints perceived by them in their duty. The study was based on an ex-post facto design. Respondents were selected through the Proportionate random sampling method. Data was collected from 182 women field veterinarians who had above 4 years of experience in their work by e-mailing a semi-structured questionnaire which was prepared using an online platform "Google Forms". Collected data were analyzed using the "Henry Garrett" ranking method. Results revealed that the majority (71.50%) of the respondents were moderately satisfied with their job. Most of them were facing difficulties with lack of transportation facilities, less manpower, irregular and inadequate medicine supply, lack of need and skill-based training programs, and poor facilities and equipment in their veterinary dispensaries, especially in the rural areas. This study outcome may useful to policymakers, government, SDAH Telangana, and to design measures to mitigate the constraints perceived by the respondents.*

**Key words:** Job satisfaction; Constraints; Women veterinarians; Field service; Perception.

In India, the livestock sector is the fastest-growing component of the agriculture and allied sectors. India is rich in livestock population (535.78 million) and production (20<sup>th</sup> Livestock Census, 2019). But the bitter truth, we must have to believe is that India is lagging back in productivity. Indian cattle and buffalo productivity was 14000 & 19000 hectograms per animal respectively which is very lower than the US (101000 hectograms/per animal) (GAP, 2018). Some of the reasons behind this might be the poor practices followed by Indian farmers, different extreme weather conditions in different Indian places, and communication gaps & technical backwardness of livestock farmers. Only 5.1% of livestock farmers are getting information regarding animal husbandry practices whereas agriculture farmers were getting 40% of information about crop production (NSSO,

2005). "Most of the animal husbandry practices like fodder cutting, transportation of fodder, offering water and fodder to the animal's animal health care, milking, cleaning of sheds was done by the women farmers. In this era of global competition, if we want to combat challenges of food security and climate change, we have to focus on the women farmers" Bishnoi, et. al. (2014). "Coverage of too many target groups by one agent, too much official work in addition to fieldwork, lack of technology suitable for farm women were the three major constraints faced by the village level extension workers and agriculture development officers" (Saikia, et. al, 2021). There is a scarcity of veterinarians who stands for animal welfare, protect them from diseases and injuries, etc., and give technical advice to livestock farmers. India needs 72,000 working graduate veterinarians, but the current availability

is approximately 43,000. In addition to this, small-scale animal husbandry is prevalent in India, in which farm women play a major role. The transformation of information from extension personnel to dairy farm women was only 34.80% (Dhaka *et al.*, 2017). The reason behind this is probably the cultural norms in the society which make them hesitate to contact the male veterinarians and get information from them. These situations indicate the significance of women vet's in the field. Formerly, the number of women enrolled in the veterinary profession was very low in India. "At present, 70 per cent of veterinary students are girls in the country," said T. P. Sethumadhavan, former director, Kerala Veterinary and Animal Sciences University, 2018 (*The Hindu*, March 8<sup>th</sup>, 2022). Which brings an automatic change in the percentage of women working at the field level. In this context, an analysis was conducted to know the job satisfaction of women field veterinarians and to identify the constraints encountered by them in performing their duties.

## METHODOLOGY

Telangana state was recently bifurcated from old combined Andhra Pradesh, and it is striving to thrive in every aspect. In this context, it is also essential to know the status of animal husbandry at the rural level. So, in India, Telangana state was purposively selected as a research area for the study during 2020-2021. Telangana state was categorized into two zones viz. zone-V & zone-VI (1973 - article 371 D) and all the employees who are working under the state government, are appointed according to the zonal system. There were, approximately 230 women veterinarians working as VAS (Veterinary Assistant Surgeons). So, a total of 182 members, from each zone 1/3<sup>rd</sup> of the women field veterinarians were selected through proportionate random sampling as the sample for the study based on their experience (women veterinarians with  $\geq 4$  years' experience as VAS in the field). The questionnaire was prepared using google-form and sent through the mail to the respondents after that, a telephonic interview was also conducted at the time of the COVID pandemic. A semi-structured questionnaire was prepared and e-mailed to the women field veterinarians. In that, job satisfaction had a total of 30 statements of which 6 were negative. Each statement was given 5-point continuum and named as strongly disagree, disagree, undecided, agree, and strongly agree. Positive statements were given weightage of 1,2,3,4 &5, and negative with

5,4,3,2 &1, respectively. Coming to constraints, it had 29 constraints and was divided into 5 categories namely administrative, extension work-related, clinical work-related, gender-related, and organizational for the convenience of the researcher. Each statement in the schedule was scored by 3-point continuum and named as more serious, serious, and less serious with the weightage of 3, 2, & 1 respectively. To analyze the above objectives "The Henry Garret ranking method" was adopted. In this method mean percent score of each statement was calculated and a high-scored statement was ranked highest, which indicates the most serious constraint in the perception of respondents.

## RESULTS AND DISCUSSION

As shown in Table 1 the average score for job satisfaction among the WFVs was 104.64 with a range of 30-150. It was evident that a majority (71.50%) of respondents had a moderate level of job satisfaction. Followed by, 27.00 per cent and 1.50 per cent of them highly satisfied and dissatisfied, respectively.

**Table 1. Distribution of WFVs according to their job satisfaction (N=182)**

Obtained score	No. of WFV's
Low ( $\leq 72$ )	3 (1.50)
Medium (73-114)	130 (71.50)
High ( $\geq 115$ )	49 (27.00)

And as in Table 2 below half (48.90%) of them with a mean percent score of 81.31, strongly agreed that they were satisfied with the working environment in the organization and ranked first. 41.21 per cent of them strongly agreed that their job was enjoyable (80.43MPS). With a mean percent score of 20, all (100%) of them strongly disagreed that they had availed of transportation facility and ranked at last. These results were similar to the findings of Rinky (2019), Goyal (2013), Goyal (2018), and Ratnayake (2014), etc. whose results reported that the majority of the respondents had moderately satisfied. And these results were exactly in line with Sarnaik, *et al.* (2020), in their study who found that most (52.08%) of the SMSs were moderately satisfied with the prevailing organizational climate.

Job satisfaction of an employee depends upon the working environment where they work, facilities, resources they had, *etc.*, to give their best. The study denotes that the women field veterinarians were satisfied

with the organizational climate, communication, and cooperation between the colleagues and with higher and lower categories of SDAH, Telangana. But they were dissatisfied with the allowances, incentives, promotions, facilities, and resources they provided with.

Veterinary Assistant Surgeons have to work

in rural areas with animal health and to improve production and productivity. So, there is a need to provide basic facilities and amenities with sufficient manpower and equipment, along with safe working conditions to them save the livestock and also to prevent future financial losses to livestock farmers.

**Table 2. Distribution and ranking of statements of job satisfaction among the WFV's (N=182)**

Statement	Category of WFV's (N=182)					MPS	Rank
	SD (1)	D (2)	U (3)	A (4)	SA (5)		
I am satisfied with the working environment of the organization.	3(1.65)	20 (10.99)	28 (15.38)	42 (23.08)	89 (48.90)	81.31	I
I like the people I work with (my subordinates, farmers, and my colleagues).	3(1.65)	18 (9.89)	35 (19.23)	77 (42.31)	49 (26.92)	76.59	VI
I feel a sense of pride in doing my job.	6(3.30)	24 (13.19)	30 (16.48)	42 (23.08)	80 (43.95)	78.24	III
I am satisfied with the safe working condition.	8(4.40)	21 (11.54)	38 (20.88)	60 (32.97)	55 (30.21)	74.61	IX
I am happy with my work responsibilities.	7(3.85)	23 (12.64)	27 (14.84)	60 (32.97)	65 (35.70)	76.81	V
I am satisfied with the existing salary structure of the organization.	13 (7.14)	20 (10.97)	58 (31.89)	60 (32.97)	31 (17.03)	68.35	XVIII
I am satisfied with the compensation I get & I'm satisfied.	15 (8.24)	38 (20.88)	43 (23.63)	53 (29.12)	33 (18.13)	65.60	XXI
I'm satisfied with the incentives & benefits given.	16 (8.78)	42 (23.07)	57 (31.31)	39 (21.48)	28 (15.36)	62.30	XXII
I am satisfied with my chances for promotion.	52 (28.57)	32 (17.58)	33 (18.13)	37 (20.33)	28 (15.37)	55.27	XXIII
I'm satisfied with the transport facilities given by the organization.	182 (100)	0	0	0	0	20.00	XXVIII
I'm satisfied with the communication facilities provided by the organization.	12 (6.59)	23 (12.64)	35 (19.23)	54 (29.67)	58 (31.87)	73.51	XI
I'm satisfied with the equipment and aids supplied by the SDAH, Telangana.	10 (5.49)	29 (15.93)	46 (25.27)	54 (29.67)	43 (23.64)	70	XV
I am happy and feel safe with the timings of work.	11 (6.04)	20 (10.99)	35 (19.23)	58 (31.89)	58 (31.89)	74.50	X
I'm satisfied with the continuous feedback given by the supervisors.	8(4.40)	23 (12.63)	31 (17.03)	65 (35.71)	55 (30.23)	74.94	VIII
I am happy with my overall job security.	10 (5.49)	22 (12.09)	35 (19.23)	50 (27.47)	65 (35.72)	75.16	VII
I'm able to maintain a healthy balance between work and family life.	13 (7.14)	28 (15.38)	42 (23.08)	53 (29.12)	46 (25.28)	70.00	XV
Sometimes I can't understand what I expected to do as a Veterinary Assistant Surgeon and what I'm doing.	47 (25.82)	46 (25.27)	48 (26.37)	27 (14.85)	14 (7.69)	50.65	XVII
Here paper and record work is more than actual work.	42 (23.07)	58 (31.87)	44 (24.18)	24 (13.19)	14 (7.69)	50.10	XVI
My supervisor is quite competent in doing his/her job.	13 (7.14)	20 (10.99)	25 (13.74)	66 (36.26)	58 (31.87)	74.94	VIII
Communication seems good within this organization.	11 (6.04)	15 (8.24)	31 (17.03)	52 (28.57)	73 (40.12)	77.69	IV
I am satisfied with the physical facilities and information resources	43 (23.63)	36 (19.78)	55 (30.22)	31 (17.03)	17 (9.34)	53.73	XXIV
My supervisor shows too little interest in subordinates' feelings.	11 (6.04)	23 (12.64)	39 (21.43)	67 (36.81)	42 (23.08)	71.64	XXVI
I have to work harder because of the incompetence of others.	9 (4.95)	27 (14.84)	40 (21.98)	64 (35.16)	42 (23.07)	71.31	XIII
The benefits we receive are as good as most organizations offer.	14 (7.69)	42 (23.08)	33 (18.13)	45 (24.73)	48 (26.37)	67.80	XIX
The goals and targets of this organization are not clear to me.	16 (8.79)	22 (12.09)	27 (14.84)	63 (34.62)	54 (29.67)	72.85	XII
My job is enjoyable.	6(3.30)	13 (7.14)	27 (14.84)	61 (33.51)	75 (41.21)	80.43	II
There is too much bickering and fighting at work.	12 (6.59)	27 (14.84)	39 (21.43)	56 (30.77)	48 (26.37)	71.09	XXV
I feel satisfied with the changes for salary increases.	17 (9.34)	40 (21.99)	40 (21.99)	39 (21.43)	46 (25.25)	66.26	XX
I feel very depressed to do the work as the workload is very high.	51 (28.02)	59 (32.42)	34 (18.68)	26 (14.29)	12 (6.60)	47.80	XXVII
There are many situations where I got self-satisfaction with the work	13 (7.142)	25 (13.74)	42 (23.08)	54 (29.67)	48 (26.37)	70.87	XIV

SD=strongly disagree; D=disagree; U=undecided; A=agree; SA=strongly agree; Figures in parenthesis indicates the percentage; MPS=mean percent score

*Constraints* : Constraints perceived by WFVs were divided into 5 categories as administrative constraints, extension constraints, clinical constraints, gender constraints, and organizational constraints, listed and briefly discussed below.

*Administrative constraints:* In this study, administrative constraints were defined as the constraints perceived by women field veterinarians due to the administrative system of their organization.

Table 3 explains the constraints perceived by WFVs in their work based on the mean percent score. The table reveals that in case of administrative

constraints, “Lack of transportation facility for veterinary assistant surgeons for their field visits to remote areas” was found most serious by (69.77%) and ranked first with a mean percent score of 86.30. Generally, veterinarians have to work in rural areas, where livestock is more and in which transportation facilities are less. Officers who are equal to their cadre in other departments like agriculture had vehicles provision for them. Followed by “Non-VAS duties” (57.69%) and “Less manpower” (58.79%) were ranked second and third, respectively. As per data collected for the study revealed that each WFV was the incharge

**Table 3. Distribution of respondents according to their perceived constraints (N=182)**

Statements	Category of WFV's			MPS	Rank
	MS(3)	S(2)	LS(1)		
<i>Administrative constraints</i>					
Non-VAS duties	105(57.69)	51(28.03)	26(14.28)	81.11	II
Lack of involvement of vets in various policy-making and planning processes.	20(10.99)	45(24.72)	117(64.29)	48.90	VII
Less manpower.	107(58.79)	44 (24.18)	31(17.03)	80.60	III
Political interference	24(13.18)	116(63.74)	42(23.08)	63.40	VI
Larger jurisdiction under control	38(20.86)	99(54.38)	45(24.76)	65.40	V
Lack of transport facility	127(69.77)	35(19.23)	20(11.00)	86.30	I
Lack of adequate funds.	41(22.53)	106(58.24)	35(19.23)	67.80	IV
<i>Extension constraints</i>					
Lack of availability of livestock farmers at the time of visit.	56(30.77)	82(45.05)	44(24.18)	68.90	II
Lack of literacy and technical knowledge of the dairying of the farmers.	22(12.09)	59(32.42)	101(55.49)	52.20	V
Lack of idea on the preparation of extension information Material.	6(3.30)	20(10.99)	156(85.71)	39.20	VII
Lack of trained village-level extension workers.	120(65.93)	43(23.63)	19(10.44)	85.16	I
Lack of inputs for preparation of client-specific audio-visual Aids.	21(11.54)	90(49.45)	71(39.01)	57.50	IV
Lack of skill-based training on new farm technologies and advances in veterinary & animal husbandry sciences.	30(16.48)	113(62.09)	39(21.43)	59.52	III
Lack of support from neighboring field veterinarians in organizing ext. campaigns.	2(1.10)	71(39.01)	109(59.89)	47.06	VI
<i>Clinical constraints</i>					
Inadequate and irregular supply of medicine supply.	108(59.34)	56(30.77)	18(9.89)	83.15	I
Supply of poor-quality semen for AI.	22(12.09)	73(40.11)	87(47.80)	54.80	VI
Inadequate facilities for diagnosis.	55(30.22)	75(41.21)	52(28.57)	67.21	V
Lack of essential equipment and instruments.	105(57.70)	42(23.07)	35(19.23)	79.48	II
Treatment by quacks.	100(54.95)	47(25.82)	35(19.23)	78.60	III
Delayed reporting of disease.	69(37.91)	50(27.47)	63(34.62)	67.80	IV
<i>Gender constraints</i>					
Gender discrimination in work conditions.	14(7.69)	93(51.10)	75(41.21)	55.50	II
Sexual harassment in the workplace.	4(2.20)	3(1.65)	175(96.15)	33.90	IV
Safety and security issues while return to home after late work.	19(10.44)	18(9.89)	145(79.67)	48.60	III
Availability of crèche and lounge at the workplace.	147(80.77)	23(12.64)	12(6.59)	91.40	I
<i>Organizational constraints</i>					
Communication is not proper in an organizational system.	8(13.19)	16(17.58)	158(86.81)	39.20	IV
Lack of department coordination.	6(3.30)	28(15.38)	148(81.32)	40.60	III
Non-Co-operation from subordinates.	15(8.24)	37(20.33)	130(71.43)	45.60	II
Lack of proper supervision and guidance by a superior.	00	7(3.85)	175(96.15)	34.61	V
Lack of support/ faculty in working with other line departments.	18(9.89)	127(69.78)	37(20.33)	63.18	I

MS= most serious; S= serious; LS= less serious; MPS= mean percent score; Figures in parenthesis indicate percentage.



of 16 villages. Additionally, some of them were also appointed to other non-VAS duties like “Palle Pragathi, and Nodal Officer’s” duties in villages. Involving in these programs as an extension officer is different than appointing as in-charger officers for those, which increases the workload on them, and management of their actual duties has been difficult for them. “Lack of adequate funds” (22.53%) with a mean percent score of 67.80 and “Larger jurisdiction under control” (20.86%) with a mean percent score of 65.40 were ranked fourth and fifth. As discussed above, averagely a WFV was in-charged for 16 villages. “Political interference in the implementation of animal husbandry schemes” and “Lack of involving vets in various policy-making and planning processes” were perceived most serious by 13.18 percent and 10.99 percent, respectively, and kept them at the bottom two places. The above two constraints denote that, VASs had not been involved in the programs related to animal husbandry and local politics were influencing the currently running programs in some rural areas. According to WFV’s overall administration services of SDAH, Telangana was poor and need to develop. These empirical results were scientifically shown similarity with the study of *Goyal et.al. (2018)* in which they reported that a smaller number of veterinary doctors in the field, multi-tasking of veterinary professionals, least chances to get promoted, lack of facilities to provide services at the doorstep of farmers, unavailability of advanced diagnostic technologies and equipment, less integration with state animal husbandry department (SDAH) and rural organizations, and irregular and fewer funds and resources allocation for livestock services. And also, with another study of *Rajput and Tripathi (2010)*, in their research, found that a deficient budget for program implementation, less manpower under the AHS providers, and paucity of awards, rewards, and incentives were the most severe constraints perceived by AHS providers.

*Extension constraints:* Extension constraints were defined as the constraints faced by the respondents in performing the extension-related works.

Table 3 explains extension constraints faced by women field veterinarians, among all “Lack of trained village-level extension workers” (65.93%) was found the most serious constraint perceived by WFVs and ranked first among all. As per the data collected there were fewer assistants under the VASs that too, skilled personnel under them. Followed by “Lack of

availability of livestock farmers at the time of visit” and “Lack of skill-based training on new farm technologies and advances in veterinary & animal husbandry sciences” were perceived as the most serious ones by 30.77 percent and 16.48 percent and placed them at second and third position, respectively. Most of them attended only an induction program, before joining the job. Only a few of them attended programs conducted by MANAGE, NAARM, etc. WFV’s perceived that there were no regular and need-based trainings like extension-related, clinical and diagnostic trainings for them to update their skills and technology. “Lack of inputs for preparation of client-specific audio-visual Aids” (11.54%), and “Lack of literacy and technical knowledge of dairying of the farmers” (12.10%) were found to most seriously and ranked fourth and fifth. 1.10 per cent of them perceived the “Lack of support from neighbouring field veterinarians in organizing extension campaigns” as the most serious one and placed in the sixth position. “Lack of idea on the preparation of extension information material” was perceived by 3.30% of them as less serious and placed at the bottom. Therefore, overall, most of the respondents were back in extension activities, new technologies, resources, and funds, and they had shown fewer results in extension activities reason behind this might be they were packed with their responsibilities in-household work, professional duties, and the above-mentioned constraints. The findings are supported by *Baig and Aldosari (2013)* work in which they found that defects in extension organization, insufficient incentives, lack of insufficient funds and resources, and no in-service trainings for extension professionals were the major constraints. The study showed similarities with *Belay and Abebaw (2004)*, research findings. They reported that extension workers lack practical skills. *Sawant and Nikam (2007)* in their study informed the non-availability of needed literature, and lack of time to communicate with farmers.

*Clinical constraints:* Clinical constraints were defined as the constraints perceived by the WFVs in performing their duties related to clinical works (Table 3).

In clinical constraints, “Inadequate and irregular medicine supply” was perceived by above half (59.34%) of total respondents as the most serious constraint and placed in the first position. A maximum of them perceived that the medicine supply was inadequate and irregular compared to previous

days. According to data, before medicine supply to Veterinary Dispensaries, they should be given a chance to submit an indent to select the medicine, based on seasons, species dominated in their area, and farmers' preferences. So on basis of that, the kind of medicine are preferred by a certain area. Followed by, "Lack of essential equipment and instruments" (57.70%) and "Treatment by quacks" (55%) were ranked second and third with a mean percent score of 79.80 and 78.60, respectively. As per the data collected Veterinary Hospitals near city areas were equipped and renovated regularly with new equipment and facilities. And the hospitals in rural areas were poor in having the proper equipment. As discussed previously, WFVs were engaged with more responsibilities and lack of assistance, there in the rural areas treatment by quacks was more which may lead to losing the animal. They were also facing constraints in curing the animals as farmers reported upon their animals' diseases is getting severe, extra to this as discussed above there were no minimum equipment and facilities to do a proper diagnosis of diseases. Therefore, "Delayed reporting of diseases" (37.90%), "Inadequate facilities for diagnosis" (30.22%), and supply of poor-quality semen for AI (12.09%) were perceived most serious and ranked fourth, fifth, and sixth, respectively. On the whole, results revealed that there was an insufficient supply of basic clinical equipment and medicine and it should be rectified as soon as possible to provide better and proper treatment. The study is in line with the work of *Ratnayake et.al. (2016)*, in which non-separation of contagious animals by farmers, ill-equipped veterinary dispensaries, and low priority to field problems were the main crucial constraints perceived by VASs. *Rinky (2019)*, in her research, revealed that daily routine duties were overwhelmed with multi-tasking duties of veterinarians, and delayed reporting of diseases by farmers were the severe constraints.

**Gender constraints:** Gender constraints denote the constraints faced by WFVs in their working area based on gender (Table 3).

In gender constraints, "Availability of lounge at any of the places you worked?" was found as the most serious one by 80.77 percent of WFVs and placed at the first position. So, most of them were don't have lounge areas and restrooms in their working area. Which may affect the respondents' health, and performance. And, remaining other gender constraints like "Gender discrimination in work conditions" (7.09%), "Safety

and security issues while returning to home after late work" (10.44%), and "Sexual harassment in the workplace" (2.20%) were there but, were very low and in few areas. And, placed second, third, and fourth by the respondents. Overall, these findings revealed that most of the respondents were experiencing safe and secure working conditions, but, facing gender discrimination by farmers.

**Organizational constraints:** Organizational constraints in this study signify the constraints perceived by the respondents due to the personnel and climate of the organization at each level of the hierarchy (Table 3).

Overall organizational constraints were perceived by the WFVs as the least. Among all organizational constraints, "Lack of support/ faculty in working with other line departments" was found as the most serious one by 63.18 per cent of WFVs and ranked first. Followed by, "Non-co-operation from subordinates" (8.24%), "Lack of department coordination" (3.30%), and "Communication is not proper in an organizational system" (13.19%) were ranked second third, and fourth, respectively. "Lack of proper supervision and guidance by a superior" was perceived by no one (0%) placed at the bottom. These results according to WFV's perception describe that there was a good environment in the organization. There was support from colleagues and good supervision by their seniors in the organization. But, while working in collaboration with other organizations and departments they perceived less support and cooperation. These results revealed that WFVs perceived fewer constraints in communication among the field veterinarians, they were very cooperative with each other and in contact through social media and mobile with each other. These findings were in line with no one.

## CONCLUSION

On the whole, the WFVs who were working in cities, towns, and nearby city areas perceived fewer constraints, better facilities, availability of basic equipment, and attending trainings and programs than of who were working in rural areas. According to their perception, WFV's were satisfied due to organizational climate, communication, and cooperation of colleagues but, they were dissatisfied due to facilities and resources, less manpower, promotions, and extra duties. Among all types of constraints, administrative constraints were perceived by most of the respondents. All constraints, lack of transportation facilities, lack of trained village

level extension workers, lack of basic equipment and instruments, inadequate and irregular medicine supply, and diagnostic facilities to veterinary dispensaries were the crucial constraints perceived by most of the WFFVs. It is mandatory to provide basic and minimal facilities, equipment, and medicine to veterinary dispensaries for proper treatment and to prevent animal diseases, and to make people aware of advanced technologies and methods to increase productivity. It was requested by the respondents to provide transportation facilities for at least those who are working in remote areas. The results were considered after total analysis as discussed in the methodology above, of the data given by the WFFVs. There is a chance of error in the data provided by the respondents.

### CONFLICTS OF INTEREST

The authors have no conflicts of interest.

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