

Working profile and knowledge of community health workers under *Janani Suraksha Yojana*, Scheme

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ABSTRACT : The present study was conducted in three socio-cultural zones of Punjab *i.e.* Malwa, Majha and Doaba to assess the knowledge of the health functionaries regarding *Janani Suraksha Yojana (JSY)* and its relationship with socio-economic profile of the functionaries. Majority of the functionaries of Majha, Malwa and Doaba regions of Punjab were in the age group of 28-35 years, married, educated upto senior secondary level and belonged to SC category, earned upto Rs. 50000 per annum. Majority of the functionaries had 6-10 years of work experience. Majority of the functionaries of all the zones of Punjab had high level of knowledge about procedure, flow of fund under *Janani Suraksha Yojana (JSY)* while medium level of knowledge about basic knowledge regarding *Janani Suraksha Yojana (JSY)*. Majority of the functionaries of all the zones had high level of overall knowledge about *Janani Suraksha Yojana*. It was also found that socio-economic variables were associated with level of knowledge of functionaries. Out of this education, respondents' income, mass media exposure, were significantly associated with level of knowledge at 1 per cent level of significance while work experience was associated at 5 per cent level of significance.

KEY WORDS : Socio-cultural zones, *Janani Suraksha Yojana*, Knowledge level, Socio-economic characteristics functionaries

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INTRODUCTION

Government of India launched a National Rural Health Mission (NRHM) in 2005 to address the health needs of rural population, especially the vulnerable sections of society (GOI, 2012). In India, health status of women and children are very poor and they do not

get proper nutrition and health services at the right time. Public health infrastructure plays an important role to provide the services to the needy people at the right time. The sub-centre is the most peripheral level of contact with the community under the public health infrastructure. This caters to a population norm of 5000, but is effectively serving much larger population at the sub-centre level,

especially in EAG States. With only about 50.0 per cent male health workers being available in these states, the ANM (Auxiliary nurse midwife) is heavily overworked, which impacts outreach services in rural areas. The busy nature of AWW job responsibilities (with emphasis on supplementary feeding and pre-school education) does not allow her to take up the responsibility of a change agent on health in a village. Thus, community level health activist (ASHA) launched under NRHM. The term 'community health worker' encompasses a wide variety of local healthcare providers ranging from nurse-midwives to home-based care givers and salaried-staffs to volunteers (Lehmann and Sanders, 2007). The concept CHW, according to Rifkin (2008), is a term used to refer to a person who lives and works closely with the community on health-related issues like health education, providing health care and so on. Health activist is basically responsible for creating awareness on health and its social determinants and mobilize the community towards local health planning and increased utilization and accountability of the existing health services (Hota, 2005). ASHA, ANM and AWW, these three are the stakeholders of NRHM programme and they play an important role in creating health awareness among the community people. Due to versatile roles of these workers in spreading health information among the community, it is necessary to know the level of knowledge of these functionaries regarding different health programmes. The present study has been undertaken to study the profile, knowledge of health functionaries and analyze the relationship between personal and socio-economic characteristic and their level of knowledge.

METHODOLOGY

Locale of the study:

The present study was conducted in Punjab state. The state of Punjab comprised of 22 districts and 3 socio-cultural zones. All the three socio-cultural zones of Punjab *i.e.* *Majha*, *Malwa* and *Doaba* were selected for this study.

Selection of districts, blocks and villages:

Probability proportionate to size sampling procedure was used for selection of districts from each zone. There are fourteen districts in *Malwa*, four in *Majha* and four in *Doaba* region. Therefore, a total of eleven districts *i.e.* seven from *Malwa*, two from *Majha* and two from *Doaba* were covered under the study. From each

selected district two blocks were selected through purposive sampling. Hence, a total of 22 blocks were selected. From each block one village was selected randomly.

Selection of the sample:

A list of ASHA workers was collected from Child Development Project Officer (CDPO) office of the selected districts. All the functionaries involved in NRHM were contacted through ASHA. Thus, a total of three field functionaries were selected randomly from each village for the purpose of this study. It included the ASHA workers, Auxiliary nurse midwife (ANM) and Anganwadi workers (AWW). Thus, a total of 66 field functionaries constituted the sample of the study.

OBSERVATION AND ASSESSMENT

The results obtained from the present investigation are summarized below :

Personal and socio-economic characteristics of functionaries:

Three types of village level functionaries, working under National Rural Health Mission *i.e.* Auxiliary nurse midwives (an official employee under NRHM), Anganwadi workers (an official employee under NRHM) and ASHA (chosen by the Gram Panchayat) were a part of sample for the present study. Data on profile of these functionaries is presented in Table 1.

Age:

It is evident from the Table 1 that majority (56.0%) of the functionaries were in the age group of 28-35 years followed by 27.2 per cent in the age range of 35-42 years while remaining 16.6 per cent were of age 42 years or above. Trend was similar in all zones except *Doaba*. In *Doaba* region majority of the functionaries were in the age group of 28-35 years followed by 42 years or above and only 16.6 per cent in the age range of 35-42 years. Garg *et al.* (2013) also found from their study that majority of ASHA workers were in the age-group of 20-29 years (39.05), while Srivastava and Srivastava (2012) found from their study that 47.9 per cent of ASHA workers were under the age of 25 years. Similar results were also reported by Darshan *et al.* (2011) and Renuka *et al.* (2014). This may be conferred to the fact that young women are more energetic to work as a functionaries.

Education:

As far as the qualification of the functionaries was concerned nearly 50.0 per cent of the functionaries were educated upto senior secondary level followed by middle level (31.8%) while 13.6 per cent were matric. Less than 10.0 per cent were graduates. Zones wise comparison revealed that *Malwa* region was having higher per cent of functionaries in senior secondary level (52.3%) followed by middle level (26.0%) while in *Majha* a large proportion (41.6%) were educated upto middle level followed by graduation level (25.0%). Similar percentage (41.6%) of functionaries in *Doaba* region was educated upto middle and senior secondary level. The results of the study were in disagreement with the study conducted by Renuka *et al.* (2014) who reported that majority had secondary level of educational status (58.4%). Similarly a study was conducted by Darshan *et al.* (2011) who reported that about 70.0 per cent of ASHAs had received secondary level of education. While Jain *et al.* (2008) found that 53.3 per cent of the ASHAs had schooling upto Junior high school, 31.7 per cent high school, 5.0 per cent intermediate, and 10.0 per cent were graduates. This study included three levels of functionaries *i.e.* ANM, AWW and ASHA. The reason of this difference may be attributed to sample variation in the study.

Caste:

The caste related data given in Table 1 shows that highest per cent (53.0%) belonged to scheduled caste category followed by general category (43.9%). *Malwa* had highest per cent of general category families (50.0%) as compared to *Majha* and *Doaba* (33.3%). However, backward class families were highest in *Majha* and *Doaba* (8.3%). The *Majha* and *Doaba* had the highest per cent of scheduled caste families followed by *Malwa* (50.0%). The findings were in line with the study conducted by Renuka *et al.* (2014). They reported that majority of the ASHAs belonged to scheduled caste (49.2%) followed by backward caste (29.3%). Whereas in a study by Kansal *et al.* (2012) it was reported that majority belonged to the other backward classes (OBC) category (43.75%) while 37.0 per cent were from the General category followed by 19.3 per cent in scheduled caste (SC) category.

Marital status:

The distribution of the functionaries according to

their marital status showed that 98.4 per cent were married whereas 1.5 per cent of them were divorced. Zone wise analysis showed that *Malwa* and *Majha* had similar percentage of married functionaries whereas in *Doaba* 91.6 per cent of the functionaries were married and only 8.33 per cent were divorced. Similar findings were reported by Dan *et al.* (2015); Choudary *et al.* (2015) and Renuka *et al.* (2014).

Type of family:

Data from Table 1 revealed that more than 50.0 per cent of the functionaries were from nuclear families whereas less than half of them were from joint family. Majority of the families in all regions were nuclear with highest per cent in *Malwa* and *Majha* (58.3%) and lowest in *Doaba* (50.0 %). It is attributed to the fact that joint family is losing its importance and people are more likely to live independently. The results were in line with the findings of Latha and Chandrakumar (2012); Khangjarakpam (2013); Sharmila (2014) and Baite (2013).

Respondents' income:

It is evident from the Table 1 that more than half of the functionaries had an annual income of Rs. 50,000 to Rs. 1, 00,000 followed by 27.27 per cent whose income was above Rs. 3,00,000. Trend was similar in all the three socio-cultural zones. The findings are in concurrence with the results of the study conducted by Dan *et al.* (2015) who found that monthly median income of ASHAs were Rs.4000.

Mass media exposure:

The overall data regarding mass media exposure indicated that majority (65.1%) of the functionaries had low level of mass media exposure followed by medium level exposure (34.8%). Majority of respondents of *Majha* region had low level of mass media exposure followed by *Malwa* (64.29%) and *Doaba* (58.33%) while nearly 50.0 per cent respondents of *Majha* region had medium level of mass media exposure followed by *Malwa* (35.71%) and *Doaba* (25.0%). The results of the study were in disagreement with the findings of Khangjarakpam (2013) and Baite (2013) who reported that respondents had medium level of mass media exposure. It can be attributed that busy schedule of the work and family responsibilities consume more time so there is no leisure time for the functionaries to watch

news channel and other programmes to update their own knowledge.

(78.7%) of the functionaries had 6-10 years of work experience while 13.6 per cent had 11-15 years. Only 7.58 per cent had work experience less than 5 years. Zone wise analysis observed that highest percentage of functionaries had work experience upto 6-10 years in

Work experience:

The data given in Table 1 indicated that majority

Table 1 : Profile of functionaries across socio-cultural zones of Punjab								(n=66)	
Variable	Category	Functionaries						Overall	
		Malwa (n ₁ =42)		Majha (n ₂ =12)		Doaba (n ₃ =12)		f	%
		f	%	f	%	f	%	f	%
Personal profile									
Age (Years)	28-35	24	57.14	7	58.33	6	50.00	37	56.06
	36-40	12	28.58	4	33.33	2	16.67	18	27.27
	41-45	5	11.90	-	-	1	8.33	6	9.09
	>45	1	2.38	1	8.34	3	25.00	5	7.58
Education									
	Illiterate	-	-	-	-	-	-	-	-
	Can read and write	-	-	-	-	-	-	-	-
	Primary	-	-	-	-	-	-	-	-
	Middle	11	26.19	5	41.67	5	41.67	21	31.82
	Matric	6	14.29	2	16.67	1	8.33	9	13.64
	10+2	22	52.38	2	16.67	5	41.67	29	43.94
	Graduation	2	4.76	3	25.00	1	8.33	6	9.09
	Postgraduation	1	2.38	-	-	-	-	1	1.52
Caste									
	General	21	50.00	4	33.33	4	33.33	29	43.94
	Scheduled castes	21	50.00	7	58.33	7	58.33	35	53.03
	Scheduled tribes	-	-	-	-	-	-	-	-
	Backward classes	-	-	1	8.34	1	8.34	2	3.03
Marital status									
	Single	-	-	-	-	11	91.67	11	16.67
	Married	42	100.0	12	100.00	-	0.00	54	81.82
	Divorced	-	-	-	-	1	8.33	1	1.52
	Widow	-	-	-	-	-	-	-	-
Type of family									
	Nuclear	24	57.14	7	58.33	6	50.00	37	56.06
	Joint	18	42.86	5	41.67	6	50.00	29	43.94
Respondents income (Rs./annum)									
	Upto 50000	15	35.72	4	33.33	4	33.33	23	34.85
	50001-100000	14	33.33	4	33.33	4	33.33	22	33.33
	100001-200000	1	2.38	-	-	1	8.34	2	3.03
	200001-300000	1	2.38	-	-	-	-	1	1.52
	>300000	11	26.29	4	33.33	3	25.00	18	27.27
Social profile									
Mass media exposure									
	Low (0-4)	27	64.29	9	75.00	7	58.33	43	65.15
	Medium (4-8)	15	35.71	3	25.00	5	41.67	23	34.85
	High (8-12)	-	-	-	-	-	-	-	-
Work experience									
	Upto 5	4	9.52	1	8.33	-	-	5	7.58
	6-10	34	80.95	8	66.67	10	83.33	52	78.79
	11-15	4	9.52	3	25.00	2	16.67	9	13.64

Doaba region and least was in *Majha* (66.6%) while highest percentage (25.0 %) of functionaries had work experience upto 11-15 years in *Majha* and least (9.5%) in *Malwa* region. The results are in disagreement with the study conducted by Bhargavi and Sharma (2014) who stated that majority (52.8%) of the functionaries had the experience of 24 months. This study included three levels of functionaries *i.e.* ANM, AWW and ASHA.

Knowledge of functionaries regarding different aspects of *Janani Suraksha Yojana* :

Knowledge of functionaries about *Janani Suraksha Yojana* was studied in terms of various aspects of the programmes such as procedure of *Janani Suraksha Yojana*, flow of funds and knowledge about programme. The data regarding these aspects is presented in Table 2.

Procedure of *Janani Suraksha Yojana*:

Overall view of data reveals that, majority (63.64%) of the functionaries had high level of knowledge about procedure of *Janani Suraksha Yojana (JSY)* while one fourth of them had low level of knowledge about procedure of *Janani Suraksha Yojana* and only 10.61

per cent of the functionaries had medium level of knowledge about the same.

Zone wise analysis shows that equal percentage of the functionaries of *Malwa* and *Majha* region fall under the high level of knowledge category and half of the functionaries of *Doaba* region had high level of knowledge about procedure of *Janani Suraksha Yojana*. Sixteen per cent of the functionaries of *Doaba* region had medium level of knowledge about *Janani Suraksha Yojana* followed by *Malwa* region (11.90%). None of the functionaries of *Majha* region had medium level of knowledge about procedure of *Janani Suraksha Yojana*. One third of the functionaries of *Malwa* and *Doaba* region had low level of knowledge about procedure of *Janani Suraksha Yojana* followed by *Majha* region (21.43%). The results of the study conducted by Uttekar *et al.* (2008) in Uttar Pradesh supported the results of the study. The findings of the study revealed that less than 50.0 per cent of the AHSA were clear about different aspects of micro birth planning. It shows that they had knowledge about all the aspects but not aware about a micro birth plan which includes discussion and deciding the date of next check-up, place of next check up, place of delivery, expected date of

Table 2 : Distribution of the functionaries according to their level of knowledge regarding *Janani Suraksha Yojana* across socio-cultural zones of Punjab (n=66)

Level of knowledge	Functionaries							
	<i>Malwa</i> (n ₁ =42)		<i>Majha</i> (n ₂ =12)		<i>Doaba</i> (n ₃ =12)		Overall	
Procedure of <i>JSY</i>	f	%	f	%	f	%	f	%
Low (0-6.66)	9	21.43	4	33.33	4	33.33	17	25.76
Medium (6.67-13.33)	5	11.90	-	-	2	16.67	7	10.61
High (13.34-20)	28	66.67	8	66.67	6	50.0	42	63.64
Flow of funds								
Low (0-1.66)	11	26.19	4	33.33	4	33.33	19	28.79
Medium (1.67-3.33)	2	4.76	2	16.67	-	-	4	6.06
High (3.34-5)	29	69.05	6	50.0	8	66.67	43	65.15
Knowledge about programme								
Low (0-2.66)	7	16.67	5	41.67	4	33.33	16	24.25
Medium (2.67-5.33)	21	50.0	3	25.0	4	33.33	28	42.42
High (5.34-8)	14	33.33	4	33.33	4	33.33	22	33.33

Table 3 : Distribution of the functionaries according to their overall level of knowledge about *Janani Suraksha Yojana* across socio cultural zones of Punjab (n=66)

Level of knowledge	Functionaries							
	<i>Malwa</i> (n ₁ =42)		<i>Majha</i> (n ₂ =12)		<i>Doaba</i> (n ₃ =12)		Overall	
Overall level of knowledge	f	%	f	%	f	%	f	%
Low (0-10)	10	23.81	4	33.33	4	33.33	18	27.27
Medium (11-21)	4	9.52	2	16.67	1	8.34	7	10.61
High (22-33)	28	66.67	6	50.0	7	58.33	41	62.12

delivery and place of referral etc. This may be due to lack of proper training of the functionaries.

Flow of funds:

Overall, majority (65.15%) of the functionaries had high level of knowledge about flow of funds under *Janani Suraksha Yojana* followed by low level of knowledge (28.79%) and very few *i.e.* only 6.0 per cent had medium level of knowledge about flow of fund under *Janani Suraksha Yojana*.

Zone wise analysis indicated that nearly 70.0 per cent of the functionaries of *Malwa* and *Doaba* region had high level of knowledge followed by *Majha* region (50.0%). One fifth of the functionaries of *Majha* region had medium level of knowledge about flow of funds under *Janani Suraksha Yojana* and only 5.0 per cent functionaries of *Malwa* region had medium level of knowledge about flow of funds under *Janani Suraksha Yojana*. Similar percentage (33.33%) of the functionaries of *Majha* and *Doaba* region had low level of knowledge followed by *Malwa* region (21.43%). The results of the study conducted by Uttekar *et al.* (2008) on assessment of *JSY* in Uttar Pradesh (2008) indicated that 65.0 per cent of the ASHA workers mentioned about cash remuneration and majority (93.0%) of the ASHAs received remuneration for immunization of children and 21.0 per cent for attending to *JSY* beneficiaries. The results of the study were in line with the study conducted by Gosavi *et al.* (2009) who reported that the majority of the ASHA were aware that they would be getting performance based incentive.

Knowledge about programme:

A large proportion (42.42%) of the functionaries had medium level of knowledge about *Janani Suraksha Yojana* followed by high level of knowledge (33.33%) and one fourth of the functionaries had low level of knowledge about *Janani Suraksha Yojana*.

Zone wise comparison depicts that one third of the functionaries of all the zones had high level of knowledge about *Janani Suraksha Yojana*. Half of the functionaries of *Malwa* region had medium level of knowledge about *Janani Suraksha Yojana* followed by *Doaba* region (33.33%) and twenty five per cent of the functionaries of *Majha* region had medium level of knowledge about *Janani Suraksha Yojana*. Forty one per cent of the functionaries of *Majha* region had low level of knowledge about *Janani Suraksha Yojana*

followed by *Doaba* region (33.33%) and less than twenty per cent of the functionaries of *Malwa* region had low level of knowledge about *Janani Suraksha Yojana*. The results of the study were supported by Gosavi *et al.* (2009) who found that most of the ASHA were aware about the full form of NRHM. It is very clear from the results of the study that functionaries of Punjab state are more actively involved in the health programme.

Data given in Table 3 depicts that majority (62.12%) of the functionaries had overall high level of knowledge about *Janani Suraksha Yojana* followed by low level of overall knowledge (27.27%) and only 10.0 of the functionaries had medium level of overall knowledge about *Janani Suraksha Yojana*.

Zone wise analysis indicated that about sixty seven per cent of the functionaries of *Malwa* region had high level of overall knowledge about *Janani Suraksha Yojana* followed by *Doaba* (58.33%) and *Majha* (50.0%) region. Sixteen per cent of the functionaries of *Majha* region had medium level of knowledge about *Janani Suraksha Yojana* followed by *Malwa* (9.52%). One third of the functionaries of *Majha* and *Doaba* region had low level of knowledge about *Janani Suraksha Yojana* followed by *Malwa* region (23.81%). The results of the study were also supported by findings of Bhargavi and Sharma (2014), which observed that knowledge of ASHA on MCH Services was good.

Association between profile of functionaries and their level of knowledge :

The association of different characteristics of the functionaries and their family was studied and has been shown in Table 4. Comparing the level of knowledge by education of the functionaries reveals that 66.0 per cent of the functionaries whose education level was senior secondary were in the medium level knowledge category while 57.0 per cent of the functionaries were in high level knowledge category and only 14.0 per cent were in low level knowledge category.

The chi-square value (26.54**) also reveals a significant ($P \leq 0.01$) association between education and level of knowledge of functionaries. More than half (66.0%) of the functionaries whose income was upto 50000 was in medium level knowledge category and 50.0 per cent were in high level knowledge category. The association between these aspects was also found to be significant at 1 per cent level of significance ($P \leq 0.01$).

Majority (95.0%) of the functionaries who had low

Table 4 : Association between profile of functionaries and their level of knowledge

Profile variable	Level of knowledge						Total	Chi-square values
	Low	%	Medium	%	High	%		
Age (Years)								
28-35	7	33.33	1	33.33	28	66.67	36	11.62 ^{NS}
36-40	8	38.09	1	33.33	10	23.81	19	
41-45	2	9.52	1	33.33	3	7.14	6	
>45	4	19.04	0	0.0	1	2.38	5	
Education								
Illiterate	0	0.0	0	0.0	0	0.0	0	26.54 ^{**}
Can read and write	0	0.0	0	0.0	0	0.0	0	
Primary	0	0.0	0	0.0	0	0.0	0	
Middle	15	71.43	0	0.0	6	14.29	21	
Matric	3	14.29	1	33.33	5	11.90	9	
10+2	3	14.29	2	66.67	24	57.14	29	
Graduate	0	0.0	0	0.0	6	14.29	6	
Postgraduate	0	0.0	0	0.0	1	2.38	1	
Caste								
General	9	42.85	0	0.0	21	50.0	30	3.43 ^{NS}
Scheduled castes	11	52.38	3	100.0	20	47.62	34	
Scheduled tribes	0	0.0	0	0.0	0	0.0	0	
Backward classes	1	4.76	0	0.0	1	2.38	2	
Type of family								
Nuclear	8	38.09	2	66.67	27	64.29	37	4.04 ^{NS}
Joint	13	61.90	1	33.33	15	35.71	29	
Respondents income (Rs./annum)								
Upto 50000	0	0.0	2	66.67	21	50.0	23	64.95 ^{**}
50001-100000	21	100.0	1	33.33	0	0.0	22	
100001-200000	0	0.0	0	0.0	2	4.76	2	
200001-300000	0	0.0	0	0.0	1	2.38	1	
>300000	0	0.0	0	0.0	18	42.86	18	
Mass media exposure								
Low (0-4)	20	95.24	2	66.67	23	54.76	45	10.57 ^{**}
Medium (4-8)	1	4.76	1	33.33	19	45.24	21	
High (8-12)	0	0.0	0	0.0	0	0.0	0	
Work experience								
Upto 5	1	4.76	0	0.0	4	9.52	5	10.65 [*]
6-10	13	61.90	3	100.0	36	85.71	52	
11-15	7	33.33	0	0.0	2	4.76	9	

* and ** indicate significance of values at P=0.05 and 0.01, respectively

#NS=Non-significant

level of media exposure were in the low level of knowledge category and more than half (66.0%) of the functionaries were in the medium level knowledge category and only 50.0 per cent of the functionaries were in the high level knowledge category. The association between mass media exposure and level of knowledge found to be significant at 1 per cent level of significance. However, significant difference has been found in the knowledge level of functionaries with their work experiences at 5 per cent level of significance. The chi square values clearly show non-significant association

between profile variables and level of knowledge except education, respondents' income, mass media exposure and work experience.

It concluded that present study tried to assess the knowledge of the health functionaries. The majority of the functionaries of all the zones had high level of knowledge about procedure, flow of funds and basic knowledge about *Janani Suraksha Yojana*. Education, functionaries' income, mass media exposure and work experience were significantly associated with level of knowledge of the functionaries. On the basis of results

of the study it is recommended that improvement in the training of the functionaries should be brought to facilitate them into working more efficiently.

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