

ABSTRACT

Primary Health Care Nurses' Role

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This study was conducted to find out the role perception and performance of the Public Health Nurses in relation to delivery and management of Primary Health Care services in the Health posts of Bombay Municipal Corporation, by Mrs. Pratibha Chandekar in partial fulfilment of the requirement for the Degree of Master of Science (Nursing) at the L.T. College of Nursing, SNDT Women's University, Mumbai.

One of the important keys to the goal of 'Health for All by 2000 AD' is the Primary Health Care approach.

The Objective

1. To find out role clarity in terms of expected professional role such as (a) direct care provider, (b) manager/supervisor (c) teacher/educator (d) researcher/evaluator.
2. To find out the activities that are carried out by the Public Health Nurse in the Health post.
3. To explore the factors that influence the performance of PHNs as expressed by them.
4. To study the relationship between role perception and performance of Public Health Nurses.

For the purpose of the study an exploratory descriptive survey approach was used. The sample was drawn by using a systematic proportionate random sampling technique from 176 Health posts distributed in three Zones of the Bombay area. The tool used for data collection was interview schedule and observation

check list.

After collecting the data it was analyzed statistically, and it was found that the majority of the sample belonged to 23 to 30 years age group. 94% of the PHNs were married. All had undergone Diploma in Nursing. Majority of the Health posts existed for more than five years. The Public Health Nurses had a moderately high level of perception of all roles. The roles of direct care provider, manager/supervisor, teacher/educator were perceived as priority roles. The researcher/evaluator role was the least perceived comparatively than other roles. The role performance in terms of four professional roles showed that the overall performance was very high. The roles performed in the order of priority were the role of manager/supervisor, direct care provider, teacher/educator and researcher/evaluator.

The factors influencing the performance: inadequate supply of necessary equipments and drugs, less money for local purchase, more number of controlling authority, no promotional channels, inadequate physical facilities. These were negatively influencing the performance. Whereas, job satisfaction, straight duty, recognition in the community were some of the main reasons reported as positively influencing the performance.

Relationship between role perception and performance: The mean perception of four professional roles was 62.9 and Standard Deviation was 1.06. The mean performance of four professional roles was 88.8 and

Standard Deviation was 1.02. Possible relationships between role perception and performance were explored using correlation formula 'r'. The calculated 'r' value was 0.69 which is nearing to 1. This denotes that there is marked or substantial relationship between perception and performance. *The assumption is accepted that if there is role clarity then there is better performance.*

From the analysis it was found that the role performed was slightly more than the perceived role. Jayalakshmi (1980) in her study¹ got the striking finding that all the direct Nursing Care Activities were regularly performed by the respondents, irrespective of their own perception because it was demanded of them by the organisation. This supports the contention that the expectations in the organisation have a direct bearing on the individual's performance.

The other may be because "work is worship" in Indian culture women are more sincere in the performance. Therefore, they are considered for empowerment by the Government.

Major Recommendations

1. More emphasis on the community-oriented Nurse preparation is necessary.
2. Reorientation to the Primary health Care concept and its strategy to achieve HFA by 200 AD, through in-service education will be a help to have more role clarity in Primary Health Care.
3. A copy of the Job Specification and orientation with regard to the role and responsibilities given to PHNs on appointment will be beneficial to perceive the expectations.
4. Introducing research component at the Diploma in Nursing Education programme will create an awareness in research concept.

1. Jayalakshmi, D., 'Nurses' Role Performance', *The Nursing Journal of India*, 1980, Vol. LXXI(3)pp. 63-68.

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