



**FACTORS RELATED TO PERCEIVED JOB PERFORMANCE OF
MALARIA FIELD WORKERS AND SUPERVISORS IN
SOUTHERN ETHIOPIA**

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ABSTRACT

The aim of this study was to examine factors related to perceived job performance of malaria field workers and supervisors in Southern Ethiopia.

The research was a cross sectional study and data was collected from February to March 1997 by using a self administered questionnaire on 59 malaria field workers and 17 supervisors. Collected data was analyzed by using percentage, mean, Chi-square and correlation.

The result showed that 49.2% of malaria field workers and 47.1% of supervisors rated high level of perceived job performance. Nearly half (45.8%) of malaria field workers were in the age group between 40 and 49 years, with the mean age of 39.5 years. Similarly 47.1% of supervisors were in the age group above 50 years, with the mean age of 46.3 years. About 88.1% of malaria field workers and 94.1% of supervisors were male. It was found that 66.1% of malaria field workers

and 94.1% of supervisors were married. Most of malaria field workers (72.9%) fell in the income group between 251 and 420 Et. Birr per month, with the mean income of 380.8 Et. Birr per month. Concerning supervisors, 82.4% of them were in the income group above 591 Et. Birr per month, with mean income of 653 Et. Birr per month (1 USD = 6.4 Et. Birr). Attitude, practice and motivation had significant ($p = 0.01$, $p = 0.001$, $p = 0.046$) positive correlation with perceived job performance of malaria field workers. Among external factors, supplies and community participation were found to have positive and significant relation with perceived job performance of malaria field workers with $p = 0.001$, and $p = 0.001$ respectively. Leadership style and community participation were also significantly related to perceived job performance of supervisors.

Finally, based on the findings of this study, it is suggested that these important factors such as supplies, community participation and leadership style, which are related to perceived job performance of malaria field workers and supervisors, be the focal point for special consideration by health managers of all levels.