

## **Study on Job Performance of Persons with Disability of Jammu, Kashmir and Ladakh belonging to different profession**

**Jabina Banoo<sup>1\*</sup>, Naheed Vaida<sup>1</sup> and Nilofer Khan<sup>1</sup>**

**Institute of Home Science,<sup>1</sup>School of Applied Sciences and Technology**

**University of Kashmir, Hazratbal, Srinagar,**

**Jammu & Kashmir, India, 190001**

**Email: [jabinamschd@gmail.com](mailto:jabinamschd@gmail.com)**

### **Abstract**

The present study was conducted to explore “Job Performance of Persons with Disability of Jammu, Kashmir and Ladakh belonging to different professions”. The sample comprised of 70 cases from different professions: Agriculture, Medical, Veterinary, Teaching and Entrepreneurs/Industrialists. The sample was drawn on the basis of purposive quota sampling technique and the data was collected from Jammu, Kashmir and Ladakh. Tool used for the study was self-designed Rating Scale. The data was analyzed by using percentile statistics. On the basis of job performance of +persons with disabilities belonging to different professions it was found that with regard to different ratings viz. Regularity, Punctuality, General quality of work, Dependability, Job Knowledge, Communication Skill, Personality, Management Ability, Contribution to Group, Productivity and Achievement of Goals all the respondents had better job performance.

**KEYWORDS:** Job; Performance; Disabilities; Professions.

### **1.0. INTRODUCTION**

The National Policy identifies the Persons with Disabilities (PWD) as necessary and valuable assets of this country and the basic goal is to create an atmosphere for them in conjunction with the basic constitutional rights i.e. equality, freedom, justice and dignity. This will also guarantee equal opportunities for the PWD thereby ensuring the protection of their rights and enabling their full participation in the society. However, disability is believed to be the consequence of an impairment that may be physical, cognitive, mental, sensory, emotional, developmental, or some combination of these. Disabilities are an umbrella term, covering impairments, activity limitations, and participation restrictions (WHO 2006).

## **1.1. EDUCATIONAL AND EMPLOYMENT STATUS OF PERSONS WITH DISABILITIES**

As per census 2011 out of the total disabled population of 2.68 crore, 1.46% crore or 54.5% were literates. Only 8.5% of literate disabled people were graduates or had attained even higher level of education. Between 2001 and 2011, the remaining 1.22 crore or 45.5% of the disabled population were illiterates. As per census 2011, of disabled females who were literate, 77% were graduates or had attained higher level of education, and of the disabled male population who were literates, 9% had completed graduation or received higher level of education. Census data shows that 63.66% of the disabled population were non-working compared to 60.21% of the abled. But those working in the field say that employability figures are likely very poor on account of limited resources and difficulties in providing them with skills which could lead to employability. The study was conducted keeping in view the objective to analyze the job performance of persons with disabilities (PWD) of Jammu, Kashmir and Ladakh belonging to different professions.

## **2.0. METHODOLOGY**

The sample consisted of PWD from Jammu, Kashmir and Ladakh. The total numbers of sample selected were 70. The sample cases were chosen with the following background- Persons with disabilities from: Agriculture, Medical and Veterinary profession, Teaching profession, Entrepreneurs/Industrialists. The sample cases were drawn on the basis of purposive quota sampling. The self-designed rating scale was developed for collecting data.

## **2.1. PROCEDURE**

Tool prepared for data collection was administered on sample groups through personal contact after establishing rapport. In order to elicit information from PWD prior appointment was sought from respondents and they were informed about the nature and purpose of the study. The collected data was classified and tabulated depending on the kind of information required keeping in view the objectives of study. The data processing included editing, scoring, classification and tabulation so that they were available to analyze data by using percentile statistics.

### **3.0. RESULTS**

#### **3.1. PERSONS WITH DISABILITY THAT BELONGS TO DIFFERENT PROFESSIONS**

The data presented in table 1 reveals majority 37.1% respondents were from other professions, 31.4% respondents were from teaching profession,4.3% were from civil services,5.7 % respondents were from Medical profession and same number that is 5.7% were from Veternairy,7.1% respondents were from engineering profession,5.7 % respondents were from entrepreneurship while as 1.4% respondents were from Agriculture profession and same number that is 1.4% respondents were from Politic.

**Table 1. No. of Persons with Disability That Belongs To Different Professions**

<b>Profession</b>	<b>No</b>	<b>Percentage</b>
Agriculture	1	1.4%
civil services	3	4.3%
Engineering	5	7.1%
Entrepreneur	4	5.7%
Medical	4	5.7%
Others	26	37.1%
Politics	1	1.4%
Teaching	22	31.4%
Vet and Ani.hus	4	5.7%
<b>Total</b>	<b>70</b>	<b>100.0%</b>

#### **3.2. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO AGRICULTURE PROFESSION**

Table 2 shows that Person with disability from Agriculture profession had better job performance as assessed by taking ratings from their supervisors by using supervisors rating scale. PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job Knowledge, Communication Skill, Personality, and Management Ability, Contribution to Group, Productivity and Achievement of Goals.

**Table 2: Job performance of persons with disability that belongs to agriculture profession**

<b>Evaluation</b>	<b>N</b>	<b>Mean</b>
Regularity	1	5.00
Punctuality	1	5.00
General Quality of Work	1	5.00
Dependability	1	5.00
Job Knowledge	1	5.00
Communication Skill	1	5.00
Personality	1	5.00
Management Ability	1	5.00
Contribution to Group	1	4.00
Productivity	1	5.00
Achievement of Goals	1	5.00

### 3.3. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO CIVIL SERVICES

Table 3 shows that Person with disability from Civil Services had better job performance as assessed by taking ratings from their supervisors by using supervisors rating scale. PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job knowledge, Communication Skill, Personality, Management Ability, Contribution to Group, Productivity and Achievement of Goals.

**Table 3: Job performance of persons with disability that belongs to civil services**

<b>Evaluation</b>	<b>N</b>	<b>Mean</b>
Regularity	3	5.00
Punctuality	3	5.00
General Quality of Work	3	5.00
Dependability	3	5.00
Job Knowledge	3	5.00
Communication Skill	3	5.00
Personality	3	5.00
Management Ability	3	5.00
Contribution to Group	3	5.00
Productivity	3	5.00
Achievement of Goals	3	5.00

### 3.4. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO ENGINEERING

Table 4 shows that Person with disability from Engineering profession had better job performance as assessed by taking ratings from their supervisors by using supervisors rating scale.

**Table 4: Job performance of persons with disability that belongs to engineering**

<i>Evaluation</i>	N	Mean
Regularity	5	5.00
Punctuality	5	5.00
General Quality of Work	5	5.00
Dependability	5	5.00
Job Knowledge	5	5.00
Communication Skill	5	4.80
Personality	5	4.60
Management Ability	5	4.80
Contribution to Group	5	4.80
Productivity	5	4.80
Achievement of Goals	5	5.00

PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job knowledge, Communication Skill, Personality, Management Ability, Contribution to Group, Productivity and Achievement of Goals.

### **3.5. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO ENTREPRENEURSHIP DEVELOPMENT**

Table 5 shows that Person with disability from Entrepreneur had better job performance as assessed by taking ratings from their Subordinates by using supervisors rating scale.

**Table 5: Job performance of persons with disability that belongs to entrepreneurship development**

<i>Evaluation</i>	N	Mean
Regularity	4	5.00
Punctuality	4	4.75
General Quality of Work	4	5.00
Dependability	4	5.00
Job Knowledge	4	5.00
Communication Skill	4	4.25
Personality	4	4.25
Management Ability	4	5.00
Contribution to Group	4	4.25
Productivity	4	4.75
Achievement of Goals	4	5.00

PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job knowledge, Communication Skill, Personality, Management Ability, Contribution to Group, Productivity and Achievement of Goals.

### **3.6. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO MEDICAL PROFESSION**

Table 6 shows that Person with disability from Medical Profession had better job performance as assessed by taking ratings from their Supervisors by using supervisors rating scale. PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job knowledge, Communication Skill, Personality, Management Ability, Contribution to Group, Productivity and Achievement of Goals.

**Table 6: Job performance of persons with disability that belongs to medical profession**

<i>Evaluation</i>	N	Mean
Regularity	4	5.00
Punctuality	4	4.50
General Quality of Work	4	5.00
Dependability	4	4.50
Job Knowledge	4	4.50
Communication Skill	4	3.75
Personality	4	4.25
Management Ability	4	4.75
Contribution to Group	4	4.25
Productivity	4	3.75
Achievement of Goals	4	5.00

### **3.7. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO LAW, ACCOUNTANCY AND OTHER PROFESSION**

Table 7 shows that Person with disability from others had better job performance as assessed by taking ratings from their Supervisors by using supervisors rating scale. PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job knowledge, Communication Skill, Personality, Management Ability, Contribution to Group, Productivity and Achievement of Goals.

**TABLE 7: Job performance of persons with disability that belongs to law, accountancy and other profession**

<i>Evaluation</i>	N	Mean
Regularity	26	5.00
Punctuality	26	4.92
General Quality of Work	26	4.81
Dependability	26	4.58
Job Knowledge	26	4.85
Communication Skill	26	4.58
Personality	26	4.42
Management Ability	26	4.38
Contribution to Group	26	4.50
Productivity	26	4.65
Achievement of Goals	26	4.96

### 3.8. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO POLITIC

Table 8 shows that Person with disability from Politics had better job performance as assessed by taking ratings from Political leader and general publics by rating scale.

**Table 8: Job performance of persons with disability that belongs to politic**

<i>Evaluation</i>	N	Mean
Regularity	1	5.00
Punctuality	1	5.00
General Quality of Work	1	5.00
Dependability	1	5.00
Job Knowledge	1	5.00
Communication Skill	1	3.00
Personality	1	5.00
Management Ability	1	4.00
Contribution to Group	1	4.00
Productivity	1	4.00
Achievement of Goals	1	5.00

PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job knowledge, Communication Skill, Personality, Management Ability, Contribution to Group, Productivity and Achievement of Goals.

### 3.9. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO TEACHING PROFESSION

Table 9 shows that Person with disability from teaching profession had better job performance as assessed by taking ratings from their Supervisors by using supervisors rating scale.

**Table 9: Job performance of persons with disability that belongs to teaching profession**

<i>Evaluation</i>	N	Mean
Regularity	22	5.00
Punctuality	22	4.91
General Quality of Work	22	4.95
Dependability	22	4.82
Job Knowledge	22	4.73
Communication Skill	22	4.45
Personality	22	4.45
Management Ability	22	4.52
Contribution to Group	22	4.68
Productivity	22	4.82
Achievement of Goals	22	5.00

PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job Knowledge, Communication Skill, Personality, and Management Ability, Contribution to Group, Productivity and Achievement of Goals.

### **3.10. JOB PERFORMANCE OF PERSONS WITH DISABILITY THAT BELONGS TO VETERNAIRY AND ANIMAL HUSBANDRY PROFESSION**

Table 10 shows that Person with disability from Veterinary Profession had better job performance as assessed by taking ratings from their Supervisors by using supervisors rating scale. PWD job performance is rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job Knowledge, Communication Skill, Personality, and Management Ability, Contribution to Group, Productivity and Achievement of Goals.



**Table 10: Job performance of persons with disability that belongs to veterinary and animal husbandry profession**

<i>Evaluation</i>	N	Mean
Regularity	4	5.00
Punctuality	4	5.00
General Quality of Work	4	4.50
Dependability	4	4.75
Job Knowledge	4	5.00
Communication Skill	4	4.00
Personality	4	4.50
Management Ability	4	4.75
Contribution to Group	4	4.25
Productivity	4	5.00
Achievement of Goals	4	5.00

#### 4.0. DISCUSSION:

According to Census, 2011 Jammu and Kashmir has a population of disabled persons of 361153 with percentage of 56.70 males and 43.20 females the highest percentage of people with disability is found to be in the age group of 10-19 years followed by 20-29 age groups for both the male and females. In the group of the disabled males, 18% of the population are elderly (more than 60 years of age) however 23% of female disabled population fall in this age group. Khan and Khan(2018) also found that the occurrence of disability differs in different age groups. As per their findings the prevalence of disability is more among the old (>60 years) age group with 6401 and 5511 per lakh population in rural and urban areas respectively. In one of the other research survey done in Dehradun it was found that visual disability was the most common (74.1%) form of disability found in this age group (National Sample Survey Organization 2003). On the basis of types of disabilities it was revealed that 77.14% of respondents were physically challenged and 22.86% of the respondents were found to be visually impaired. With regard to the educational background it was found that majority of the respondents (45.71%) had post-graduation as highest educational qualification, 17.14% respondents had professional degrees, 11.43% respondents had graduation as higher educational qualification, 7.14% were found to be diploma holders, 4.29% had qualified competitive examination, 5.71% had 12<sup>th</sup> as highest educational qualification, 4.23% were found to be Ph.D holders, 2.86% with M.Phil and percentage of respondents who had 10<sup>th</sup> as their highest educational qualification is 1.43%. As is evident from the results majority of the respondents have reached up to the stage of University


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education. The findings of the study are in line with the Govt. of India, census 2011 report. Quick and widespread technological advancement over the last decade has produced new prospects for people with disabilities to avail educational facilities by facilitating their independence and empowerment (Croser, 2001). So far as the employment status of the respondents is concerned the data reveals that majority of the respondents (41.43%) were from other fields of government sector that is Social Welfare, Legal field, Politics and Accountancy. It was further found that 37.14% respondents had teaching as their profession, 4.3% were from civil services, 2.86% respondents from medical and veterinary profession respectively. 7.14% respondents were from engineering profession, 2.86% respondents were entrepreneurs while as only 1.43% respondents were from agriculture profession. The Washington Times (2005) reports that in, 80% to 90% of disabled working age population in developing countries is unemployed, however in industrialized countries the percentage of unemployed falls between the range of 50% and 70%. Agrawal., et.al. (2009) in their study found that a good socio-economic status is strongly related with better use of medical facilities and that the overall condition of people with disabilities depends not only on socioeconomic conditions but also on different factors related to cultural aspect, place of living, literacy status, and gender etc. Narahariseti and Castro(2016) also confirm great variability with regard to the employment status of persons with disabilities with 58.3 % related to agriculture, 4.6 % household workers, and 37.3 % were classified as other. Employment rate among males and females was 44.8 % and 29.6 %, respectively.

On educational qualifications of parents of the respondents the findings reveal that majority (28.57%) of the respondents had 12<sup>th</sup> as the highest paternal qualification followed by 10<sup>th</sup> with 27.14%. It was also revealed that 15.71% respondents had below 10<sup>th</sup>, 8.6% graduation, 8.57% post-graduation, 4.26% B.Ed., while as only 2.86% had professional degrees as highest paternal qualification. The data further revealed that majority (78.57%) of the respondents had illiterate mothers, 10% of the respondents had 10<sup>th</sup>, 4.3% had 12<sup>th</sup>, 2.86% below 10<sup>th</sup>, 1.43% graduate, 1.43% had B.Ed. and same percentage that is 1.43% had professional degrees as highest maternal qualification. Across different research studies on parental education researchers have found a connection between parental educational status and academic success of students. Cochrane, Leslie and O' Hara (1982) also found a significant relationship between parental education and educational success of children with disability, at the same time other studies have found a significant influence of only maternal education on development of children. With regard to the occupations of parents of the respondents it was found that majority (42.86%) of the respondents had government job as their paternal occupation, 40% had business, 12.86% farmers and 2.86% labour and only 1.43% had private job as their paternal occupation. It was also found that majority of the

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**Corresponding author: Jabina Banoo**

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respondents i.e. 95.7% had non-working status while as 4.29% respondents had government job as their maternal occupation. Segal, (1999) found that family and relational aspects of identity were predominant, highlighting that the parental occupations of children with disabilities is very significant for the success of PWD. Parental occupation has been found to have a significant influence on career development of children with disabilities through role modeling and interactions (Viola and Daniel, 2019).

### **5.0. CONCLUSION**

It is concluded from above tables that PWD belongs to different Professions like Agriculture, Civil services, Medical, Veterinary ,teaching ,politics, Entrepreneur and others profession shows better job performance as assessed by taking rating from respective supervisors by using supervisors rating scale meant for supervisors. PWD job performances are rated on the basis of different evaluation items such as Regularity, Punctuality, General quality of work, Dependability, Job Knowledge, Communication Skill, Personality, Management Ability, Contribution to Group, Productivity and Achievement of Goals.

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