

# CHALLENGES AND STRATEGIES OF ASSISTANT STATISTICAL OFFICERS IN ANDHRA PRADESH

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**Abstract** “An Employee is the most valuable asset for an Organization.” – Yogesh Chauhan. “81 per cent of employees seldom or never received public praise, 76 per cent seldom or never received written thanks from their managers, and 58 per cent rarely or never received praise from their manager”. An ASO is the backbone of the Directorate of Economics and Statistics, which is basic level officers, who discharge significant contribution and numerous activities for assessment of GSDP, but not recognized by the department and public. Now, 100 and above staff working DE&S, 20 percent of mandals vacant in mandals, 30 percent of agency mandals have vacant run with in charge ASOs without contract supervisors. The study aims to provide an original contribution to evaluating for issues and challenges of Assistant Statistical Officers working under Directorate of Economics and Statistics, Andhra Pradesh

**Keywords:** Assistant Statistical officer, Challenges, Training, Promotion, Mandals, Authorities.

**Introduction:** “Alone it can do so little; together we can do so much- Helen Keller. ‘Employee relations’ is a term that has become commonly used only in relatively recent years to indicate a particular area of subject matter. DES works in co-ordination with the National Sample Survey Organization (NSSO), and Central Statistics / Office (CSO), Ministry of Statistics and Programme Implementation (MOSPI), Government of India for conducting various surveys, studies and census. Usually, ASO are mandal level officers, who collect, storage of statistical data for various departments, sent periodical report to Directorate of Economics and Statistics with in time bound. However, which job starts from 8 AM for collection of rainfall, registration and sent to DE&S, now entered in online report on ASO login. He/she discharge duties like collect IIPs, quick survey data, ASI, agricultural statistics for seasonal wise along with census like population, livestock, minor irrigation, Socio- economic & caste census and world agriculture census etc.



**Review of Literature:**

**Chinnamanaidu Jammu and GV Chalam (2018)** conducted the study on Government employee relations with using digital technology like RTGS, Video and Tele conference, issue of digital certificates etc. They found the impact of technology determines e administration easy way.

**Priyadarshni Nidan (2016)** study identified several factors like commitment, Dedication, compensation which influences the employee performance and motivation in the organization.

**Margaret Deery, Leo Jago (2015)** emphasis the employees attitudes such as job and pay satisfaction or work overload will impact on WLB as will personal dimensions such as stress and substance abuse etc.,

**Tangthong & Sorasak (2014)** study reveals the results have shown a strong correlation between HRM practices and employee retention. This proves useful to firms that aim to keep employees in their organizations for longer periods.

**Sundaray, Kumar & Bijaya (2001)**, study examined various determinants of job satisfaction and suggested some strategic initiatives which contribute to job satisfaction and ultimately to employee retention.

**Spencer, G. Daniel (1986)** disclosed the results revealed that high numbers of mechanisms for employee voice were associated with high retention rates.

#### **Objectives of the Study:**

- To study problems of Assistant Statistical officers in Andhra Pradesh.
- To assess the work burden of the ASOs.
- To analyze the major issues relation to the work of the ASOs
- To give suggestions for enrich efficiency of the ASOs.

**Statement of Problem:** Usually, ASOs discharge duties dedication, but neglect both department and other general public their services. The study focus problems of ASOs and remedies adopted.

#### **Factors Affecting efficiency of ASOs in Andhra Pradesh**

- Socio-economic factor, Education level
- Attitude, Dedication and Attitude of officers with ethnical values
- Transactional, training along with incentives and work force
- Work Stress, job security and nature of job

#### **Challenges of ASOs in Andhra Pradesh:**

**Promotions:** In human resource practice, promotion is common phenomena for all organizations, especially, Government organizations adopt rules and regulations framed by statutory laws, there is discrimination, UN equal and no scope of bias and hello impact. For reference, Assistant Statistical Officers in Andhra Pradesh exempted the above regulations; most of the ASOs recruits and retire as an ASO. In other department like revenue, promotion of group 4 personnel to Tahsildar in that period, but ASO continued the same post.

**Qualifications:** Generally, ASOs required technical qualifications for recruitment. However, candidate qualified statistical combination discipline.

**Under Employment:** In our state most of the Assistant statistical officers obtained Post graduates, double PG holders, ICWAI, M.Phil.; and doctorates while qualified SET and UGC net. For instance batch 2013 west Godavari district 3 ASO are qualified AP SET; one has qualified both SET and NET examinations out of 4 persons joined. But those employees earn lower income than other unqualified staff of other departments.

**Job satisfaction:** usually, the nature of ASO's job critical and complicated, when both field visit and computerization of field work. However, most of the senior officers do not feel so good due to field visit when, partial work for discharge the duties.

**Time Bound:** Generally, duty of ASOs sent reports periodically to head quarters/ delegated authority with in time, otherwise it can useless. DE&S collect reports various periods like daily, weekly, fortnight and monthly reports from working ASOs in our state like seasonal conditions report weekly or monthly, reconciliation reports, TRAS cards, Agricultural Abstract and SLAP data from various departments.

**In-charge duties:** It is one of the most disadvantage reasons for ASOs dissatisfaction of work, due to sufficient work in regular Mandal, time bound periodical reports, huge destinations from Mandal head quarters without any assistant available. For example, Rajanagaram mandal ASO as in charge of Etapaka, where destination around 200 KMs.

**Work Load:** Usually, ASO duty starts from 8 AM onwards, field work over, computerization of visiting details. However, ASOs observed fields when crop sown area, varieties, and irrigation sources etc. However, collect annual reports from existing factories or industries, when analyzed and interpret data according the needs of industrial sector, which is known as Annual survey of industries. Now, ASOs doing not only computerization of work, but validation of work with java applications like engineers/ technicians.

**Dual command:** Usually, ASOs are working at Tehsildar office, drawing salary at Chief planning officer's office with monitor by Deputy Director. The view of Tehsildar treated as direct subordinate of their office; he/ she allotted some work for convenience, especially emergency time like floods, festivals, disaster management etc., while direct controlling authority like Dy. SO, SO, AD, DD and CPO allotted regular work. At the time ASOs are faced stress and ambiguity for preference of work selected. If preferred DE&S work, Tehsildar's office staff isolate vice versa.

**Nominal role:** Practically, ASOs has no separate office and assistants, so in general public do not have any awareness, difficulties of statistical staff. However, we need dynamic role for assessment of GSDP and other planning activities in Mandal level, but we can do nominal role in Mandal level, due to lack of powers.

**Exploitation:** Now, DE&S and other Departments required ASOs services, but these services rendered by ASOs without any remuneration. However, some Pay revised commissions omitted enhancement of salaries like other departments.

**Service rules:** Normally, rigid service rules and regulations framed by DE&S for discharging ASOs duties, enhancement of purity of records, while accuracy of statistics. But violate the rules either department or other department. Strictly speaking, department has no interest for protection of ASOs rights and duties.

**Lack of equipment:** Usually, ASO is a Mandal level officer, who is extension officer in Tehsildar in respective Mandal. He/she has collect, store and reporting to DE&S for several reports and periodicals, which required some equipment like computers, scanner, printer etc. Now, most of the ASOs depend on Tehsildar's office equipment, while wasted valuable working hours for printers, scanners etc.

**No Authority:** Naturally, each and every officer has some duties and responsibilities along with accountability to job chart. But ASOs are not delegated any work to assistants, because there is no direct assistant for discharge duties according to the needs of ASOS. However, we require assistance from revenue staff, like VROs, Surveyor and VRAs for selection of plot for crop cutting experiments.

**Responsibility:** Practically, ASOs fixed over responsibilities than authority, which can suffer dual command. However, we accountable the work to Tehsildar while, Chief Planning officer.

**Projects:** Recently, DE&S offers several prestigious projects, which succeeded with efforts of field level officer i.e. ASOs in mandals, like quick survey of industries, IIP, happiness index survey, SES, labour Bureau and PMFBY etc. Moreover, these work besides routine work of statisticians in our state.

**Single employee:** Now, ASO is an extension officer, who need some assistance for field visit and computerization of work, but do not recruited any single assistant for discharging his duties promptly and quickly.

**Digitalization:** Recently, all departments are computerized and serve to public with digitalized service with quality, quick and reliable. However, ASO job regard to digital mode, like enter rainfall in DE&S site on line, some reports sent by emails, e office, telegram, WhatsApp, etc.,

**Risk allowance:** Generally, ASO conduct crop cutting experiment both seasons of every year allotted by DE&S. However, ASO is a single person carries experiment kit and other required material to interior selected field, which has some risk to attack snakes, insects and other harmful pets etc. Now, there is no risk allowance provision to ASO for discharging duties in interior field, especially in agency tribal areas.

**Subject Experts:** In our ASOs working several areas of subjects like assessed sown area with variety of crops with sources, wage rates, preparation of advance estimates, analyze annual survey of Industries, compile reconciliation for improve statistics while joint authority for concerned departments, SES, Agricultural Statistics, Year book publication, yield statistics, Collect prices for selected commodities, form harvest prices, SLAP data collected and impose to DE&S site, preparation and computerization of Agricultural abstract, collect Grama panchayat accounts and computerization for computation of GSDP of state. In the above areas are varied and no similarity of work nature, but ASOs working at analyze ASI, Computerization of Accounts thinks like accountant, we classified revenue and capital items, for computation of sown area, crop booking and sent TRAS reports 1.0 and 1.1, we are farmers and so on. So, ASOS acting as subject expert in all areas according to need of the job.

**Unions:** APES is only one union in entire state, which emphasis the working conditions of ASOs. However, it can support dominated higher officials and selected communities. It reveals common ASO do not served by state opinion.

**Strategies:**

**Honorarium:** It is one of the most primitive incentive for DE&S staff for completion of projects in success way. However, any statistician done the entrusted work, we receive specific honoraria for discharging additional duties according to their designation. For instance PMFBY project disburse honoraria to Director to contract primary worker at field level.

**FTA:** Now, department arranged fixed travelling allowance to statistical staff for field visits during the month, while credited to ASOs respective personal accounts when received tour dairies.

**Supply Tabs:** Recently, DE&S supply android tabs for improve statistics of ASOs, which helpful to statisticians' field work requirement. For illustration, MSME, Smart pulse survey, quick survey, Agri culture apps success in PMFBY scheme in Andhra Pradesh with the help of android tabs.

**Computers:** Now a day's all the office work done by computers irrespective of size of organization. Naturally, Assistant Statistical Officers maintained large size of data in so long years, due to required well configuration systems supplied by DE&S all working ASOs in the state.

**Primary workers:** Under the PMFBY scheme, DE&S appoints primary workers for conducting selected crop cutting experiment with supervision of various officials working both Agriculture and DE&S. According the scheme follows area approach, which 100 hectares village has a unit for conducting crop cutting experiments, while 4 units allotted to each primary worker appointed.

**Apps:** Usually, apps are help to men, while serve to users' maintained record and expose reports at any time. So, number of higher officials do not depends upon reports of some departments like rainfall data entered by ASO at Mandal level, so at any level officer identified at anytime and anywhere.

**Summary:** The study emphasized the obstacles' and strategies adopted by DE&S for improvement of statistics with minimization of errors, while enhancement of accuracy of data with reliability of society needs. However, observed the duties of ASOs predominant services to society without any reorganization, we participate assessment of GSDP with supporting activities like assessed sown area, wage rates, preparation of advance estimates, analyze annual survey of Industries, compile reconciliation, SES, Agricultural Statistics, Year book publication, yield statistics, Collect prices and form harvest prices, SLAP data, preparation agricultural abstract, panchayats accounts etc. but ASOs faced several problems, some of financially related and some of non financial nature. It reveals promotions, assistants, equipment, risk allowance, job chart and infrastructure are strongly severe, digitalization, enhancement of powers, service rules, public relations and dual command are modern level of challenges of working conditions of ASOs in our state. It can solve severe enrich financial allotments and remaining solved dynamic administration along with strong government policy.

#### **Suggestions:**

- To enhance the promotion cannel for ASOs, at least through merit channels of recruitment, which means 70:30 seniority and direct recruitment, along seniority can divided in two parameters i.e. half of the seniority personnel select merit examinations basis, remaining common seniority with enrich communication skills.
- To minimize appointment of in charge ASOs in mandals, this promotes quality of statistics with in time bound and recruits para statisticians for assistance of ASOs with cope up the powers of ASOs eliminate compile of other department influence.
- To strengthen the union elected with dynamic and dedicated ASOs only. To allocate huge funds for welfare of statistical officers, release budgets for honoraria and FTAs immediately work completed while, strictly implementation of statistical act, which aware revenue staff, it is an offence.

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