



GOVERNMENT OF KARNATAKA

REPORT

ON

THE UTILISATION PATTERN OF MEDICAL
POST GRADUATES IN KARNATAKA

1965-73

MANPOWER AND EMPLOYMENT UNIT
PLANNING DEPARTMENT

1979



P R E F A C E

There are four Medical Colleges in the State offering Post Graduate degree and diploma courses, in the field of Medicine, Surgery etc., to provide specialists needed for the service of the people. The mere turning out of specialists in large numbers will not in itself achieve the desired result. They have to be utilised in the field they are trained to avoid wastage of highly skilled manpower, produced at huge cost. This study attempts to examine utilisation pattern of Medical Post Graduates in Karnataka. Although based on limited data, it is hoped that it highlights the broad trends which may enable drawing up of meaningful policies for developing and deploying of high level medical manpower.

The Study was conducted by Sri G.N.Gopalakrishna, Deputy Director, Manpower and Employment Unit, Planning Department.

BANGALORE,
12th February, 1979.

D.M.NANJUNDAPEA
Secretary to Government,
Planning Department.

REPORT ON THE UTILISATION PATTERN
OF MEDICAL POST GRADUATES IN KARNATAKA, 1965 - 73.

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1. INTRODUCTION 1.1 Manpower Planning has assumed greater significance during the past few years. It has different facets. The objective of Manpower Planning is not merely to link the demand and supply of any particular category. Apart from studying the supply aspect, it has to study the distribution side also. In other words, the utilisation pattern of different categories of personnel has to be studied in detail to understand the composition of the work force in different sectors of economy. This type of exercise enables to build up reliable estimates on the availability of a particular category of personnel for a particular sector.

1.2 In the past the Manpower and Employment Unit of the Planning Department has conducted few such studies covering various categories of personnel. But this is the first time that such a study has been conducted dealing with the Medical Post Graduates.

1.3 There are four medical colleges in Karnataka one each at (1) Bangalore, (2) Mysore, (3) Hubli and (4) Manipal which are running post graduate courses in M.S., M.D., and Diploma. The post graduate course is for 3 years from 1974-75, but prior to that it was for 2 years. The annual out turn was less than 100 up to 1969-70 and thereafter it has increased substantially.

2. OBJECTIVES

2.1 The following were the objectives of the survey:

1. to study the employment pattern of medical post graduates;
2. to study their migration pattern;
3. to find out their job preference and extent of unemployment, if any; and

4. to study other related aspects.

3. SCOPE. 3.1 The survey covers all medical post graduates (M.D., M.S., and Diploma) who passed out during the year 1965 through 1973 from the various colleges in the State. The clinical post graduates of Kasturba Medical College could not be covered for want of addresses. Similarly the post graduates of Bangalore Medical College for the year 1971-73 also could not be covered.

4. METHODOLOGY. 4.1 Questionnaire method was adopted to elicit the required information. A specimen copy of the questionnaire is shown at Appendix-1. Information was collected on reply-paid mailed questionnaire. For this purpose permanent or current addresses of the post graduates who passed out from 1965 through 1973 were collected from the Heads of Institutions concerned,

5. RESPONSE. 5.1 As per the list received from the Medical Colleges, 430 post graduate degree and diploma holders had passed from 1965 through 1973. Out of them proper addresses for 59 were not available. Therefore, only 371 post graduates were addressed. The replies were received only from 81. Thus the response comes to about 22 percent.

5.2 The response from the post graduates of individual colleges to the total number addressed was 45 (20.5%) from Karnataka Medical College, Hubli, 18 (26.9%) from Mysore Medical College and 18(21.2%) from Bangalore Medical College. The year-wise response from the post graduates of these Colleges vis-a-vis the number addressed and their percentages are shown in Table-1.

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TABLE-1.

Year-wise percentage of response:

Year	Category	Karnataka Government		Government	To- tal.
		Medical College, Hubli.	Medical College, Mysore.	Medical College, Bangalore.	
1	2	3	4	5	6
1965	No. Addressed	-	-	15	15
	No. Responded	-	-	7	7
	Percentage	-	-	46.7	45.7
1966	No. Addressed	-	12	11	23
	No. Responded	-	-	1	1
	Percentage	-	-	9.1	4.3
1967	No. Addressed	13	5	11	29
	No. Responded	3	1	2	6
	Percentage	23.1	20.0	18.2	20.7
1968	No. Addressed	15	19	7	41
	No. Responded	2	2	1	5
	Percentage	13.3	10.5	14.3	12.2
1969	No. Addressed	21	6	23	50
	No. Responded	4	4	5	13
	Percentage	19.0	66.7	21.7	26.0
1970	No. Addressed	28	17	18	63
	No. Responded	5	4	2	11
	Percentage	17.9	23.5	11.1	17.5
1971	No. Addressed	51	2	-	53
	No. Responded	11	2	-	13
	Percentage	21.6	100.0	-	24.5
1972	No. Addressed	42	6	-	48
	No. Responded	14	5	-	19
	Percentage	33.3	83.3	-	39.6
1973	No. Addressed	49	-	-	49
	No. Responded	6	-	-	6
	percentage	12.2	-	-	12.2
TOTAL	No. Addressed	219	67	85	371
	No. Responded	45	18	18	81
	Percentage	20.5	26.9	21.2	21.8

6. LIMITATIONS.

6.1 As the response was very much below the expected level, the findings of this survey cannot

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cannot be taken as representative. They only reveal observed characteristics of the samples. The limitations imposed by the large extent of non-response will have to be kept in view while interpreting the results given in the report.

7. AGE AND
ACTIVITY
STATUS.

7.1 The age composition of the respondents plays a significant role. In a way it reveals the period of availability for the purpose of future planning. It is all the more necessary to understand the age composition since the respondents have attained some degree of specialisation in the field of medicine. As such older the stock, the utility to the society will be less.

7.2 The survey results have revealed that majority (43) of responded post graduates (53.1%) were below 36 years and 31(38.2%) of them were in the age group of 36 - 45 years. Only about 8.7%(7) of the post graduates were in the age group of 46 - 55 years (Table-2).

7.3 It would be of interest to observe that comparatively more number of female post graduates (60.0%) were in the age group of 26-35 years as against male post graduates (52.1%). More or less this trend could be noticeable irrespective of the activity status.

7.4 Coming to the activity status, it is observed that nearly 79.0% (64) of post graduates were employed and only 18.5% (15) were pursuing private practice. The remaining 2 were pursuing higher studies.

7.5 Out of the total number of post graduates, 71 (87.0%) were males and the remaining 10 (12.3%) were females. This composition could be mostly observed in case of two types of activity status viz., employed and private practice.

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TABLE-2.

Number of Post Graduates according to age & activity status:

A C T I V I T Y S T A T U S													
Sl. No.	Age group (in years)	Employed			Private Practice			Pursuing higher studies			TOTAL		
		Male	Fe- male	Total	Male	Fe- male	Total	Male	Fe- male	Total	Male	Fe- male	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1.	26 - 30	5	2	7	1	-	1	-	-	-	6	2	8
2.	31 - 35	24	3	27	6	1	7	1	-	1	31	4	35
3.	36 - 40	9	1	10	2	-	2	1	-	1	12	1	13
4.	41 - 45	13	2	15	2	1	3	-	-	-	15	3	18
5.	46 - 50	3	-	3	2	-	2	-	-	-	5	-	5
6.	51 - 55	2	-	2	-	-	-	-	-	-	2	-	2
TOTAL:		56	8	64	13	2	15	2	-	2	71	10	81

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8. PLACE OF BIRTH AND ACTIVITY STATUS.

8.1 The distribution of post graduates according to place of birth and activity status is provided in Table-3. Nearly 93.8%(75) of post graduates were born in Karnataka and only 6.2%(5) of them were born outside Karnataka. Almost all (4 out of 5) the post graduates born outside Karnataka were private practioners.

TABLE-3

Number of Post Graduates according to place of birth and activity status:

Place of birth	ACTIVITY STATUS			Total
	Employed	Private practice	Pursuing higher studies.	
1	2	3	4	5
Karnataka	63	11	2	76
Outside Karnataka	1	4	-	5
	64	15	2	81

9. YEAR OF PASSING & CLASS OBTAINED.

9.1 The distribution of post graduates according to the year of passing and class obtained is given in Table-4. It could be observed that majority of them (84.0% or 68) passed in III Class. Only about 12.3% (10) of them received II Class and hardly 3.7% (3) : received I Class. Considering the age at which they obtained the post graduate degrees, it could be noticed that middle aged persons (between 26 and 40. years) had a better academic record, by way of securing I and II Classes, than the higher aged persons (between 41 and 55 years).

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TABLE-4.

Number of Post Graduates according to year of passing & class obtained:

Year of passing	26 - 40 YEARS			41 - 55 YEARS			TOTAL			Total of all classes.
	I Class	II Class	III Class	I Class	II Class	III Class	I Class	II Class	III Class	
1	2	3	4	5	6	7	8	9	10	11
1965	-	-	-	-	1	6	-	1	6	7
1966	-	-	1	-	-	-	-	-	1	1
1967	-	-	2	-	2	2	-	2	4	6
1968	-	-	3	-	-	2	-	-	5	5
1969	-	-	6	-	-	7	-	-	13	13
1970	-	2	7	-	-	2	-	2	9	11
1971	1	-	10	-	-	2	1	-	12	13
1972	1	3	15	-	-	-	1	3	15	19
1973	1	2	2	-	-	1	1	2	3	6
Total:	3	7	46	-	3	22	3	10	68	81

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10. EMPLOYED
POST-
GRADUATES.

10.1 As already mentioned there were 64 post graduates, out of a total of 81 post graduates, employed in various sectors. 15 post graduates were practicing in private and 2 were pursuing higher studies. In this section some of the important characteristics of the employed post graduates are dealt with.

10.2 The distribution of employed post graduates according to year of passing and qualification acquired is given in Table-5. Out of 64 employed post graduates, 22 (34.4%) had acquired M.D., 19(29.7%) had acquired M.S., and the remaining 23 (35.9%) had taken diploma.

Most of the 64 post graduates took their degree in 1972(16) and in 1969(11).

TABLE-5.

Number of employed Post Graduates according to year of passing and qualification acquired:

Year of passing	POST GRADUATE QUALIFICATION ACQUIRED			
	M.D.	M.S.	DIPLOMA	TOTAL
1	2	3	4	5
1965	-	1	4	5
1966	-	-	1	1
1967	1	1	3	5
1968	-	3	-	3
1969	8	3	-	11
1970	6	1	2	9
1971	1	4	4	9
1972	4	4	8	16
1973	2	2	1	5
Total:	22	19	23	64

10.3 The distribution of employed post graduates according to place of work and qualification is given in Table-6. Out of 64 post graduates, 22 (34.4%) were working in Medical Colleges and a similar number in District Hospitals. About 12.5% (8) of them were working in Taluk Hospitals and about 15.6% (10) in Primary Health Centres.

TABLE-6

Number of employed Post Graduates according to place of working and qualification:

PLACE OF WORKING	M.D.	M.S.	DIPLOMA	TOTAL
1	2	3	4	5
Medical College	14	8	-	22
District Hospital	4	5	13	22
Taluk Hospital	2	4	2	8
Primary Health Centre	2	1	7	10
Outside the State	-	1	1	2
Total:	22	19	23	64

10.4 Majority of the M.Ds., (14 out of 22) were working in Medical Colleges, whereas the District and Taluk Hospitals accounted for 27.4%(6). In case of M.S., Medical Colleges had a share of only 42.1%(8) as against 47.3% (9) working in District and Taluk Hospitals. More than 50% (13 out of 23) of Diploma holders were serving in the District Hospitals and about 30.4% (7) of them in the Primary Health Centres.

10.5 The distribution of employed post graduates according to the nature of work is provided in Table-7. It could be seen that none of them were engaged exclusively in research activities. However, only one was engaged in Research-Cum-Teaching activity. Majority of them (39 or 60.9%) were on the clinical side. About 26.6% (17) of them were doing both clinical and teaching work and only 4 (6.3%) of them were engaged in teaching exclusively.

TABLE-7.

Number of employed Post Graduates according to nature of work:

Sl.No.	Nature of Work	No. of Post Graduates
1	2	3
1.	Research	-
2.	Teaching	4
3.	Clinical	39
4.	Both teaching & Clinical	17
5.	Both research & Teaching	1
6.	Others	3
	Total:	64

10.6 The distribution of employed post graduates according to monthly gross income and sector of employment is provided in Table-8. It can be observed that about 87.5% (56) respondents were employed in public sector and only 12.5% (8) were employed in private sector. In case of public sector employment, State Government had a lion share (54 out of 56) of post graduates and one each was serving in Central Government and other State Government (Kerala).

10.7 An analysis of the income earned by the post graduates reveal that majority of them (44 or 68.8%) were in the monthly income group between Rs.751/- and Rs.1000/-. About 20.4% (13) were receiving more than Rs.1,000/- per month. It can also be seen that comparatively more number of doctors (37.5%) were getting above Rs.1,000/- per month in the private sector than in the public sector (16.7%).

TABLE-8.

Number of employed post graduates according to Monthly gross income and sector of employment.

Monthly gross Income (Rs)	No. of Post Graduates according to sector of employment				Private Sector.	Total
	Public Sector			Central Govt.		
	State Govt.	Other Govts.	State Govt.			
1	2	3	4	5	6	
501 - 750	5	-	-	-	-	5
751 - 1000	39	1	-	-	4	44
1001 - 1250	8	-	-	-	1	9
1251 - 1500	1	1	-	1	2	4
Not stated	1	-	-	-	1	2
Total:	54	1	1	1	8	64

10.8 It is interesting to observe the distribution of the income of post graduates according to the year of passing (details are given in Table-9). All the 5 post graduates in the incomeslab of 501-750 belonged to

to later period (1971-73). Similarly it can be observed that all the 4 post graduates in the income slab of 1251-1500 belonged to earlier period (1965-67).

TABLE-9.

Number of employed post graduates according to year of passing and monthly gross income.

Year of Passing	Monthly gross income (Rs)				Not stated	Total
	501-750	751-1000	1001-1250	1251-1500		
1	2	3	4	5	6	7
1965	-	3	1	1	-	5
1966	-	-	-	1	-	1
1967	-	-	3	2	-	5
1968	-	2	-	-	1	3
1969	-	8	3	-	-	11
1970	-	8	1	-	-	9
1971	2	6	1	-	-	9
1972	2	14	-	-	-	16
1973	1	3	-	-	1	5
Total:	5	44	9	4	2	64

10.9 The distribution of employed post graduates according to monthly gross income and the number of patients treated and consultations provided is given in Table-10. The large nonresponse to these questions, especially in the latter category, hampers to arrive at a reasonable conclusion. It can be seen that 35 (54.7%) out of 64 post graduates did not respond to the question of consultancy offered by them to the patients. About one fourth of them similarly did not answer regarding the average number of patients treated by them. The non-response is heavier in the upper brackets of income.

TABLE-10

Number of employed post graduates according to monthly gross income and number of patients treated and consultations provided.

Monthly gross Income(Rs)	Monthly average number of patients treated.							Monthly average number of patients appeared for consultation.						
	100 & below	101 to 500	101 to 1000	1001 to 1500	More than 1500	Not stated.	Total	100 & below	101 to 500	1001 to 1500	More than 1500	Not stated.	Total	
	2	3	4	5	6	7	8	9	10	11	12	13	14	15
501 - 750	5	-	-	-	-	-	5	3	-	-	-	-	2	5
751 - 1000	-	16	11	9	-	8	44	6	11	3	2	-	22	44
1001 - 1250	-	1	1	2	1	4	9	-	-	1	-	-	8	9
1251 - 1500	-	-	-	-	2	2	4	-	-	-	-	2	2	4
Not stated	-	-	-	-	1	1	2	-	-	-	-	1	1	2
Total:	5	17	12	11	4	15	64	9	11	4	2	3	35	64

10.10 However, considering the positive replies received it can be seen only about 7.8% (5) of the post graduates were treating on an average 100 or less patients per month and all of them were in the 501-750 income group. About 26.6% (17) of the post graduates were treating 101 to 500 patients per month and almost all were in the 751-1000 income group. Only about 6.3% (4) of the post graduates were treating more than 1,500 patients per month on an average and all of them were in the higher brackets of income.

10.11 Almost a similar pattern was prevailing among the post graduates in so far as the average monthly consultations offered by them. It seems there is a direct relationship between the income of a post graduate and the number of patients treated or consultations offered.

PRIVATE
PRACTITIONERS.

11.1 Out of 81 post graduates responded, 15 were doing private practice as mentioned earlier. Among those 15 post graduates, 13 were males and 2 were females. 11 doctors were born in Karnataka and 4 were born outside Karnataka. 13 were practicing in Karnataka and 2 were practicing in Maharashtra, who were also born in that State.

11.2 The year of passing the post graduate course and the actual qualification acquired by the doctors are given in Table-11. It can be seen that out of 15 private practitioners 5 had acquired H.D., 5 had acquired M.S., and the remaining 5 had acquired the Diploma in their post graduate studies.

TABLE-11.

Number of private practitioners according to year of passing & qualification acquired.

Year of passing.	Post Graduate qualification acquired in -			Total Doctors.
	M.B.	M.D.,	Diploma	
1	2	3	4	5
1965	1	1	-	2
1966	-	-	-	-
1967	1	-	-	1
1968	-	2	-	2
1969	1	-	1	2
1970	-	1	1	2
1971	2	1	1	4
1972	-	-	1	1
1973	-	-	1	1
Total:	5	5	5	15

11.3 The distribution of private practitioners according to the year of passing the post graduate course and the monthly gross income earned by them is provided in Table-12. The percentage number of private practitioners earning less than Rs.1000/- per month was just 20% (3 out of 15) as against 75.5% (49 out of 64) of employee post graduates (Table-7). On the other hand the percentage number of private practitioners earning more than Rs.1,000/- per month was as high as 53.4% (8 out of 15) when compared to just 20.4% (13 out of 64) employee post graduates. Nearly one fourth of the private practitioners did not think it relevant to reveal their income.

TABLE-12.

Number of private practitioners according to year of passing and monthly gross income.

Year of passing	MONTHLY GROSS INCOME (Rs)						Total
	501-750	751-1000	1001-1250	1251-1500	Above 1500	Not stated	
1	2	3	4	5	6	7	8
1965	-	-	-	-	1	1	2
1966	-	-	-	-	-	-	-
1967	-	-	-	-	1	-	1
1968	-	-	-	1	1	-	2
1969	-	-	-	1	1	-	2
1970	-	-	-	1	-	1	2
1971	-	2	-	1	-	1	4
1972	-	-	-	-	-	1	1
1973	1	-	-	-	-	-	1
Total:	1	2	-	4	4	4	15

11.4 9 out of 15 (60%) private practitioners maintained either Medical or Para Medical staff such as Junior Doctors, Technicians, Nurses, Compounders for running their clinics. Three private practitioners maintained non-medical staff such as peons, clerks etc., and the rest (3) did not maintain any staff for running their clinics.

12. SUMMARY OF THE FINDINGS

12.1 The study of the utilisation pattern of medical post graduates was taken up in order to have an idea about their deployment in various sectors of economy. 9 years outturn from 4 Colleges was considered and by adopting mailing method of enquiry, an attempt was made to obtain their reactions to the various questions. However, the response was only about 22 percent. This low response may be due to obsolete addresses maintained by the Medical Colleges.

12.2 The age distribution of the 81 post graduates reveals that majority of them (43 or 53.1%) were below 36 years, at the time of completing the post graduate course. Only about 8.7% (7) of them were in the age group of 46-55 years.

12.3 Out of 81 post graduates, there were 10 females. It is interesting to observe that 60.0% of them were in the age group of 26 - 35 years as against 52.1% of male post graduates.

12.4 No unemployment was noticed among the responded post graduates, as all of them were either employees (64 or 79.0%) or private practitioners (15 or 18.5%) or pursuing higher studies (2 or 2.5%).

12.5 Nearly 93.8% (76) of the post graduates were born in Karnataka and remaining 5 (6.2%) were born outside Karnataka. Almost all the post graduates (4 out of 5) born outside Karnataka were practising privately.

12.6 Majority of the post graduates (68 or 84.0%) passed their courses only ⁱⁿ III Class. Only 10 (12.3%) of them secured II Class and hardly 3.7% (3) secured I Class.

12.7 Out of 64 employed post graduates 22 (34.4%) had acquired M.D., 19 (29.7%) had acquired M.S., and the remaining 23 (35.9%) had taken diploma.

12.8 Both the Medical Colleges and District Hospitals had an equal share of post graduates (22 or 34.4%). The Primary Health Centres and Taluk Hospitals were having the services of 10 and 8 post graduates respectively.

12.9 Majority of the post graduates (39 or 60.9%) were on the clinical side. About 26.6% (17) of them were attending to both clinical and teaching work and only 4 (6.3%) of them were engaged in teaching exclusively.

12.10 Most of the post graduates (56 or 87.5%) were employed in public sector and only 8 (12.5%) were employed in private sector.

12.11 As far as the monthly gross income is concerned, 44 (68.8%) post graduates were receiving income between Rs.751 and Rs.1,000/- per month. About 20.4% (13) were receiving more than Rs.1,000/- per month. However, comparatively more number of doctors were receiving above Rs.1,000/- per month in the private sector than in the public sector.

12.12 Positive relationship was noticed among the post graduates between the monthly income and the number of patients treated or consultations offered.

12.13 It was also observed that the income of the private practitioners was at a higher level compared to the income level of employee post graduates.

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(Note: In some cases alternative answers have/suggested.
Please answer by encircling those applicable to you).

1. Name:

2. Date of Birth:

3. (a) Place of Birth: Place: District:

(b) State of present domicile:

4. Medical Education received(including Education/Training abroad)

Name of Degree/ Diploma.	Subject of speciality	Year of passing	Class/Division obtained.	Name of the Institu- tion.
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5. Account of Research work done

From	To	Subject of Research	Institution.	Papers published.
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6(a). Have you registered with Indian
Medical Council?

Yes/No

(b). If 'Yes' to (a);

(i) Year of Registration:

(ii) Place of Registration:

7. Present activity status:

(a) Pursuing higher studies/Employed
(working)/unemployed and seeking
work or practice/unemployed and
not seeking work or practice.

(b) If pursuing higher studies:

(i) Name of the Course:

(ii) Subject of speciality:



8. (a) Present Place of study/ Work/Residence: In Karnataka/Outside Karnataka but within India/Outside India
- (b) If within Karnataka: At State Capital/District Headquarters/Other city or town/village.
- (c) If outside Karnataka:
- (i) Year of migration:
- (ii) Reasons for migration: on being an outsider/due to marriage/due to lack of opportunities/Others(specify)

9. If Employed (currently working)

- (a) Whether you are paid employee/ Private Practitioner:
- (b) If paid employee, name and address of the employer:
- (c) Nature of job: Research/Teaching/Clinical Service/others (specify)
- (d) Approximate monthly gross Income/Salary: Rs.
- (e) Is the work suited to your qualifications: Yes/No
- (f) If 'No' to (e), why have you chosen this work? Give reasons:
- (g) When did you get your -
- (i) First Job: Month: Year:
- (ii) Present Job: Month: Year :
- (iii) If previously employed, reasons for giving up the previous job.
- (h) Average No. of patients treated in each month:
- (1) Monthly average No. of patients appeared for consultation:

10. If you are a private practitioner:

- (a) Are you interested in Family Planning work: Yes/No
- (b) If 'No' to (a), reasons: Inadequate money incentive/rigid rules/do not like the job/ not interested/no time.

(c) Supporting staff employed by you:

Medical and Para Medical staff.	No. employed.	Monthly salary wages (Rs)	Non-Medical staff.	No. employed	Monthly Salary/wages (Rs)
Junior Doctors			Clerks		
Nurses/Dais			Peons/ Attenders		
Compounders			Others (specify)		
Technicians					
Others (specify)					

11. If un-employed and seeking work -

(a) since when you have been un-employed: (indicate months and year)

(b) were you working previously? Yes/No

(c) If 'Yes' to (b) when did you get your -

(i) Previous job: Month: Year:

(ii) Reasons for giving up previous job:

(iii) First job for the first time: Month: Year:

(d) Nature of job you prefer:

(e) If you prefer to start your private practice, what is the assistance/help you would need from Government or other source?

(f) Have you registered with the Employment Exchange? Yes/No

(g) If 'Yes' to (f), date of registration:

12. If unemployed and not willing to seek work/practice, give reasons.

Date:

Signature:

Official Address:

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:~:
: