

SOURCES OF WORK PLACE STRESS, LENGTH OF YEARS IN MARRIAGE AND ADJUSTMENT STRATEGIES AMONG FEMALE LECTURERS IN TARTAITY INSTITUTION IN SOKOTO STATE, NIGERIA

Magaji, Sadiya Haliru¹ and Malami, Rukayya²

¹Department of Educational Foundations, School of General Education, Shehu Shagari College of Education, Sokoto, Nigeria

²Department of Curriculum and Instructions, School of General Education, Shehu Shagari College of Education Sokoto, Nigeria

Abstract

This study investigated sources of workplace stress, length of years in marriage and adjustment strategies among female lecturers in some selected state Colleges of Education, in North- West zone of Nigeria. The descriptive survey design was adopted for the study. The population of the study was 1003 female lecturers. A sample of four hundred and forty 440 married female lecturers was arrived at using purposive sampling techniques. Purposive sampling technique was used to distribute the sample across the selected schools. Three instruments were used for data collection; sources of workplace stress questionnaire adopted from Abubakar (2018), length of years in marriage questionnaire (self-developed), and adjustment strategies to sources of workplace questionnaire this instrument was adapted from Yusuf (2015). The reliability coefficient of 0.76, 0.78, and 0.75 respectively were found after using test re-test and Pearson Product Moment Correlation Coefficient statistics for the three instruments. Pearson Product Moment Correlation Coefficient statistic and multiple regression statistics were used to test hypotheses. Among the findings it was revealed that, there was a positive, high and significant relationship between length of years in marriage and adjustment strategies among female lecturers in some selected tertiary institutions in Sokoto State of Nigeria. The study concluded that length of years in services is more related to adjustment strategies. The study therefore recommended that, there should be adequate sensitization on sources of workplace stress and adjustment strategies. Female lecturers in tertiary

institutions should be motivated to explore counselling in order to handle their challenges. Counselling centers should also be established in workplaces to assist employees in handling their adjustment strategies and sources of workplace stress.

Keywords: *Workplace stress, Adjustment strategies, Female lecturers*

Introduction

Sources of workplace stress is harmful physical and emotional responses that can happen when there is a conflict between job demand on the employee and the amount of control an employee has over making these demand. Stress has been defined as any stimulus that either raises individual's excitement or anxiety level beyond what is regarded as individual's usual or personal capabilities. Stress has been defined as anything that poses a challenge or a threat to a person's well-being ([Christian, 2009](#)). Stress is a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and or motivation to meet those demands ([Patil, 2011](#)). Thus, is the feeling an individual experience when under pressure. A situation that causes stress varies from person to person. What seems like a threat to one person may be perceived as a challenge to another ([Scott, 2012](#)).

Most of the strategies for managing stress are counselling based, therefore, there is need for

counselling in the work place ([Tambawal 2009](#)). It is for this reason that he calls for professional counsellor's intervention in teaching workers how to cope with sources of workplace stress. This professional intervention according to Okoye ([2009](#)) is needed because most of the problems are beyond the solution range of either the employees or the employers. Management of workplace stress has been classified into two broad categories, i.e., at the individual and organizational levels ([Grobler, Warnich, Carrell, Elbert & Hatfield, 2006](#)). One of the adjustment strategies for managing workplace stress is self-instructional talk, and self-talk is at the individual's level.

Length of years in marriage is time elapsed since the day of marriage, used as the life course measure. Marriage length, sometimes referred to as marital longevity, has been identified in literature as a potential influence on marital showed to be one of the most significant variables pertaining to family satisfaction. Some research shows that the length of marriage is positively associated

with marital satisfaction. Marital satisfaction is lower in long-term marriages than in those of short duration. It is also believed that, long marriage duration improved sexual intimacy among some older couples since they were able to know each other better, knew about each other's likes and dislikes more and had a closer relationship as a couple.

Marriage is seen as a social institution as there are rules, rights and responsibilities surrounding marriage because it is seen as the stabilizing force within the societies ([Akinade, 2007](#)). As a personal relationship, marriage is deeply meaningful to the individuals involved at beginning although "meaningful" is conceptualized differently within social, historical and cultural contexts. Marriage is said to be one of the most important institutions affecting people's life and well-being. Marital institutions regulate sexual relations and encourage commitment between spouses. This commitment has positive effects, for instance on spouses' health and their earnings on the labor market ([Stutxer & Frey, 2006](#)). Hence, marriage provides an adventure playground for couples and their ability to adjust paves way to a successful marriage.

Statement of the Problem

When individuals experience stress at work, they tend to be dissatisfied with their jobs. In addition, the individual transfers the stress to the home and thus experiences dissatisfaction with the marriage coupled with other marital challenges. No marriage is immune from marital problems and challenges. Marital challenges such as poor communication, infertility, in-laws' interferences, financial problems, individual differences, unfulfilled expectations etc. have many negative consequences on couple's relationship.

A winning marriage requires adjustment. Therefore, husband and wife need to recognize that surprises requiring proactive adjustment awaits them in their marital relationship, therefore, it is important for married employees to realize that they have options available to help them manage their workplace stress and marital challenges ([Henley & Quick, 2004](#)).

However, to the best of the researcher's knowledge, less attention has been focused on Sources of workplace, Length of years in marriage and adjustment strategies among female lecturers in some selected state tertiary Institution Sokoto state of Nigeria Where most times a female lecturer has the

burdens of preparing the children for school, before embarking to school, Many a times the time table may not favor her in the that the time table given to her may be from 4-6pm, after which she goes home to prepare her family for the night and the next day. Most of the existing studies concentrated on a particular gender or a particular profession example teaching and nursing or banking. The main thrust of the study therefore, is to examine the relationship among Sources of workplace stress, Length of years in marriage adjustment strategies among Female lecturers in some selected state tertiary Institution Sokoto state of Nigeria.

Research Questions

This study was carried out based on the following research questions:

1. What is the relationship between sources of workplace stress and adjustment strategies of Female lecturers in some selected state tertiary Institution Sokoto state Nigeria of Nigeria?
2. What is the relationship between length of years in marriage and adjustment strategies of Female lecturers in some selected state tertiary Institution Sokoto state Nigeria of Nigeria?

3. Which of these independent variables; Sources of workplace stress, length of years in marriage is more related to adjustment strategies of Female lecturers in some selected state tertiary Institution Sokoto state of Nigeria of Nigeria?

Objectives of the Study

The objectives of the study are to determine:

1. The relationship between sources of workplaces stress and adjustment strategies of Female lecturers in some selected state tertiary Institution Sokoto state of Nigeria,
2. The relationship between length of years in marriage and adjustment strategies of Female lecturers in some selected state Colleges of Education in North West Zone of Nigeria.
3. Which of these independent variables (Sources of workplaces stress and length of years in marriage) is more related to adjustment strategies of Female lecturers in some selected state tertiary Institution Sokoto state of Nigeria?

Research Hypotheses

For the purpose of this study, the following hypotheses were formulated to guide the conduct of the study

1. There is no significant relationship between sources of workplace stress and

adjustment strategies of female lecturers in some selected state tertiary Institution Sokoto state of Nigeria

2. There is no significant relationship between length of years in marriage and adjustment strategies of female lecturers in some selected state Colleges of Education, in North- West zone of Nigeria.

3. There is no significance relationship among Sources of workplace stress, length of years in marriage and adjustment strategies of female lecturers in some selected state tertiary Institution Sokoto state of Nigeria

Significance of the Study

The findings would help to motivate the managers in various Colleges of Education to develop appropriate coping mechanisms to manage stress affecting the female teachers in their work places. Furthermore, the study is expected to benefit the female teachers since teachers occupy a prominent position in teaching and learning processes. Teachers are the pillar of the society, who help students grow to shoulder the responsibilities of taking the nation ahead. Teachers’ desire

Table 1: Distribution of population of female academic staff in Colleges Education in North west zone of Nigeria

good job environments, securities, recognition, new experiences, and independence and so on. When these needs are not fulfilled, they become tensed and reluctant to perform their job satisfactorily. This study would therefore be useful to female teachers to work co-operatively and make positive contribution in achieving workplace objectives and give strength and motivate them towards achieving such goals.

Methodology

The design adopted for this study is descriptive survey design because among others, it relies on large-scale data from a representative sample of a population with the aim of accurately describing the nature of existing conditions and giving a more complete picture of the phenomenon under study ([Cohen, Manion & Morrisson, 2011](#)).

The population of this study comprised of 1003 female academic staff of Colleges of Education in Northwest zone of Nigeria, with particular reference to the Colleges owned by state governments. Sokoto, Kebbi and Zamfara states.

S/N	Institutions	Population	Sample
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1	SSCOE SOKOTO	420	248
2	SSU	340	125
3	USPOLY	243	67
	Total	1003	440

Purposive sampling techniques was used to select only the married female academic staff in the study population. The selection was done using demographic survey during a preliminary investigation conducted before the actual study. Thus, a sample of 440 married female academic staff members were arrived as the sample for the study as presented in table 1.

Instrumentation

The instruments for this study are:

1. Sources of Work Place Stress Questionnaire (SWPS), adopted from Abubakar (2018) tagged Sources of Work Place Stress (SWPS), which was used to measure work place stress
2. Length of years in Marriage Questionnaire (LMQ). This instrument was designed and developed by the researcher and was tagged ‘length of years in Marriage Questionnaire’ (LMQ) (2015) to measurer Length of years in marriage.

3. Adjustment Strategies to Sources of Workplace Questionnaire This instrument was adapted from Yusuf (2015) tagged "Adjustment strategies to Sources of workplace stress Questionnaire" (ASSWSQ). To measurer adjustment strategies. Some items were changed to suit the researcher’s environment, culture and religion.

Sources Work Place Stress (SWPS), adopted from Abubakar (2018) tagged work place stress (WPS), which was used to measure Work Place Stress. The original owner of the instrument Abubakar (2018) submitted the questionnaire to the members of the supervisory team in the Department of Educational Foundations, Faculty of Education and Extension Services, Usmanu Danfodiyo University, Sokoto for vetting. The Questionnaire was examined, some items were corrected and rejected because they were found to be mere opinion which the respondents may not actually be honest and truthful to this study. Abubakar (2018),

reported that his supervisors gave directives to change certain statements, that the issuing of the directives to re-design new items, arranged logically and expanded their number from 20 to 25. In compliance with the suggestions made by the supervisors, 25 items were redesigned through effecting all the necessary corrections, after which it was subjected to another correction after which the items were certified and approved to have face and content validity because they have satisfied the criteria of standard, through being adequate, consistent and relevant to the study. Therefore, the current researchers adopted it for use in this study.

Reliability of Sources Work Place Stress (SWPS) was obtained by Abubakar (2018) through test-retest method of reliability finding in which the instrument was administered twice within an interval of two weeks. The result of the first and second test were scored and correlated using the Pearson Product Moment Correlation Co-efficient statistics and the reliability index of 0.76 was obtained which shows a higher correlation. Thus, the current researcher adopted the instrument for use in this study, Length of years in Marriage Questionnaire (LMQ).

The validity of the instrument was established through giving it out to lecturers in the Department of Educational Foundations Usmanu Danfodiyo University, Sokoto, their observations and suggestions, were affected thoroughly which made the instrument to be valid as having face and content validity.

Reliability of the length of years in marriage Questionnaire instrument (LMQ)

The reliability of the instrument was arrived through test-re-test procedure, the test re-test reliability in this study was determined after the instrument was administered on 18 female lecturers of Sokoto State Polytechnic with an interval of four weeks after which the Pearson Product Moment Correlation Statistics (PPMC) was used to analyzed the data and an index of 0.78 was obtained which makes the instrument reliable for the study.

Validity of the Instrument Adjustment Strategies of Stress Questionnaire (AQ)

The instrument was validated by experts in the Counselling unit, Usmanu Danfodiyo University Sokoto. Their observations and suggestions were strictly affected thoroughly.

Reliability of the instrument Adjustment Strategies Questionnaire (AQ)

The reliability of the instrument adopted from Yusuf (2015) was done through administering to 40 respondents from University of Ilorin within the interval of four weeks. The two sets of scores from the first and second administrations were correlated using Pearson's Product Moment Correlation to obtain the correlation coefficient index which stood at .075. Thus, the current researcher deemed the instrument reliable and adopted it for use.

In analyzing the data that was collected for this study, both descriptive and inferential statistical analysis were employed. Section A, which is the Demographic data of the respondents was analyzed using

frequency counts, percentages and mean scores inferential statistical analysis i.e., Pearson Product Moment Correlation Coefficient and Multiple Regression Analysis were also used to analyze the research hypotheses. All the hypotheses were analyzed at 0.05 level of significance. Hypotheses 1&2 were analyzed by using PPMCC while hypothesis 3 was analyzed by using Multiple Regression analysis.

H0₁: There is no significant relationship between sources of workplace stress and adjustment strategies of female lecturers in some selected state tertiary institution, Sokoto state, Nigeria.

Table 2: There is no Significant Relationship between sources of Work Place Stress and Adjustment Strategies

Variables	N	Mean	Std. Dev.	df	r	p-val	Decision
Sources of Workplace Stress	440	2.21	0.32	438	0.53	0.02	H ₀₂ Rejected
Adjustment Strategy	440	2.67	0.21				

Level of significance 0.05

Result presented in table 2 revealed that there was a negative and significant relationship between sources of workplace stress and

adjustment strategies among female lecturers in some selected Colleges of Education in North West zone, Nigeria. (r = -0.31; p-value = 0.02). Based on this, the research

hypothesis was therefore rejected suggesting the fact that there was relationship between sources of workplace stress and adjustment strategies.

H₀₂: There is no Significant Relationship Between length of Years in Marriage and Adjustment Strategies of Female Lecturers in some selected state tertiary Institution Sokoto state of Nigeria.

Table 3: Significant Relationship between length of Years of Marriage and Adjustment Strategies

Variables	N	Mean	Std. Dev	df	r	p-val	Decision
Length of Years in Marriage	440	2.82	0.24	438	0.53	0.014	H ₀₂ Rejected
Adjustment Strategy	440	2.67	0.21				

Level of significance 0.05

Table 3 shows significant relationship between length of years of marriage and adjustment strategy among female lecturers in some selected state tertiary Institution Sokoto state of Nigeria There was a positive and high significant correlation between length of years in marriage and adjustment strategies ($r = 0.53$; $p\text{-value} = 0.001$). The research hypothesis was therefore rejected,

suggesting that number of years spent by female lecturers in marriage is significantly connected with adjustment strategies employed to cope with workplace stress.

H₀₃.: None of the Variables; Sources of workplace stress, length of Years of Marriage, are Significantly Related to Adjustment Strategies of Female Lecturers in some selected state tertiary Institution Sokoto state of Nigeria.

Table 4: Prediction of Sources of workplace stress and Length of Years in Marriage and Adjustment Strategies

Variables	Coefficient	Std. Error	r	p-value	r squared
Sources of workplace stress	0.31	0.021	14.76	0.00	0.323

Length of Years in Marriage	0.26	0.013	20.0	0.013	0.231
Adjustment strategies	0.42	0.032	13.12	0.021	0.532

Dependent Variable: Adjustment Strategies
0.05

Table 4 shows the prediction length of years in marriage on adjustment strategies to sources of workplace stress among female lecturers in some selected state tertiary Institution Sokoto state of Nigeria as can be seen from the table, all the three variables significantly predicted adjustment strategies to sources of workplace stress. Despite reaching significant prediction, length of years in marriage made the strongest prediction

Summary of Major Findings

Findings of the study are summarized as presented below:

1. There was a positive significant relationship between sources of workplaces stress and adjustment strategies among female lecturers of tertiary institutions Sokoto, Nigeria.
2. There was a positive, high and significant relationship between length of

years in marriage and adjustment strategies to sources of workplace among female lecturers of some selected tertiary institutions in North West zone, Nigeria

3. Sources of workplace stress, Length of years in marriage, significantly predicted adjustment strategies to workplace stress and marital stress. However, length of years in marriage made the highest prediction.

Discussion of Findings

This study focused on analysis of Sources of workplace stress, Length of years in marriage, and adjustment strategies among female lecturers in some selected state tertiary Institution Sokoto state of Nigeria Three research hypotheses were tested. Descriptive statistics, Pearson Product Moment Correlation and Multiple Regression Analysis were used in the analysis of data.

Research hypothesis one revealed that there was a positive, significant relationship between Sources of workplaces stress and

adjustment strategies among female lecturers in some selected state tertiary Institution Sokoto state of Nigeria. The normative climate or social limitation seems to be possible divorce risk regarding couple's years of marriage. In line with this reasoning, the positive correlation suggested that couple's years of marriage might indicate a more liberal normative climate for marital adjustment compared to newly wedded couples who lack experience in marital challenges. Long marriage duration tends to improve sexual intimacy among older couples since they could be able to understand each other better, know about each other's likes and dislikes more and could have closer relationship compared to newly wedded couples. In relation to target respondents, female workers who have been married for long are likely to endure marital challenges as a result of experience in marital conflict. Furthermore, they tend to have more experience in dealing with marital conflicts and therefore adjust properly throughout their married life.

Research hypothesis two revealed a significant positive relationship was found between length of years in marriage and adjustment strategies among female in some

selected state tertiary Institution Sokoto state of Nigeria Length of years in marriage has been found to be an influencing factor adjustment strategy. In term, the positive correlation as found by the study suggested that couples with length of years in marriage tend to adjust well in their workplace and in their marriage. These couples have seen many challenges related to workplace and thus, could stand a better chance of devising adjustment strategies for marital and workplace conflict resolutions. Indeed, marital maladjustment could inevitably occur at the beginning of marriage among working class couples due to workload. However, marital and workplace stability could be witnessed as time goes by owing to experience gained by the affected person. Findings of the study is consistent with the findings of Yusuf (2015) who still believe that working experience plays a vital role in adjustment to workplace and marital home. According to him, people tend to adjust in their place of work and marital home as they get more work experience. He argued that people tend to adjust to workplace and marital stress as they acquire new experience. New adjustment strategies are always devised as new challenges occur. Yusuf

(2015) argued that our mind work based on inference. Inferences are used to solve encountered problems. The more a person live, the more inferences he gets from life experiences.

In research hypothesis three sources of workplace stress, length of years in marriage were tested to find their prediction on adjustment strategies. All the predictors were found to have significant influence on adjustment strategies. However, years in marriage made the highest prediction. This suggested that among the demographic features exhibited by married female lecturers, their length of years in marriage is a better predictor of how far they can adjust to their sources of workplace. As earlier discussed, couple's years of marriage might indicate a more liberal normative climate for marital adjustment compared to newly wedded couple who lack experience in marital challenges. Long marriage duration tends to improve sexual intimacy among older couples since they could understand each other better, know about each other's likes and dislikes more and could have closer relationship compared to newly wedded couples.

Conclusion

Based on the findings of the study, it can be concluded that, length of years in marriage is also a factor associated with adjustment strategies. Length of marriage further predict marital adjustment strategies. Although the study was conducted in state tertiary Institution Sokoto state of Nigeria, findings of the study could be generalized to other settings. This was based on the assumption that married female lecturers share many things in common such as workload, salary, marital culture etc.

Recommendations

1. Employers should identify sources of workplace stress of female lecturers and make effort to address them
2. During employment in academics, length of years in marriage and years of female lecturers should be taken into consideration.
3. Since length of years in marriage is more related to adjustment strategies, employers should consider periodic sensitization to female married lecturers on sources of workplace stress and adjustment strategies.

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Received on March 25, 2023

Accepted on July 11, 2023

Published on Oct 01, 2023