

**PSYCHOSOCIAL FACTORS INFLUENCING POSTPARTUM DEPRESSION
AMONG NURSING MOTHERS ATTENDING POSTNATAL CLINIC IN THE
UNIVERSITY OF ILORIN TEACHING HOSPITAL, NIGERIA**

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Abstract

This study examined influence of psychosocial factors on postpartum depression (PPD) among nursing mothers attending postnatal clinic in the University of Ilorin Teaching Hospital (UITH), Nigeria. 126 nursing mothers were purposively sampled in UITH. The Brief Resilience Scales (BRS), Body Shape Questionnaire (BSQ), and Edinburgh Postnatal Depression Scale (EPDS) were used to collect data from the sampled participants. Descriptive and inferential statistics were used to analyze data collected using SPSS version 20. The result shows that body image satisfaction negatively correlated with PPD ($r=-.278$ $p<.05$) while mothers' numbers of children has positive relationship with PPD ($r=.198$ $p<.05$). Resilience and body image satisfaction have significant joint influence on PPD [$R=.410$; $R=.168$; $F(8,114)$, $t=2.089$, $p<.01$]. However, body image satisfaction independently significantly predicted PPD among the participants [$t =2.690$, $p<.05$, $\beta=.252$], also type of family had a significant different on the scores of PPD [$t (-2.225) = 124$; $P<.05$]. Further analysis showed that participants in nuclear family scored lower [$\bar{X} =13.94$] compare to those from extended family [$\bar{X}=15.08$], and numbers of child given birth to, did significantly predict PPD [$t =2.490$, $p<.05$, $\beta=-.226$] among the sampled participants. It was concluded that number of children, resilience and body image jointly have significant influence on PPD; body image satisfaction and number of children

independently predict PPD, types of family have significant influence on PPD. The study recommends that government should build psychological assessment and psychotherapy in the services render at postnatal unit to cater for their mental health.

Key Words: *Resilience, Body image, Postpartum depression, Nursing mothers, Ilorin.*

Introduction

There is a growing concern of postpartum depression as a significant public health problem. It affects the future life of the mother, child and also the family. Depression is one of the most devastating and fast proliferating illness bedeviling all and sundry especially nursing mothers. It is characterized by symptoms such as low mood, loss of interest or pleasure, decreased energy, feelings of guilt or low self-worth, disturbed sleep or appetite, and poor concentration. Moreover, depression often comes with symptoms of anxiety (WHO, 2012). According to WHO, mental health challenge can become chronic or recurrent and lead to substantial impairments in an individual's ability to take care of his or her everyday responsibilities. At its worst,

depression can lead to suicide. Globally, almost 1 million lives are lost yearly due to suicide, which translates to 3000 suicide deaths every day. For every person who completes a suicide, 20 or more may attempt to end his or her life (WHO, 2012). WHO added that, there are multiple variations of depression that a person can suffer from, with the most general distinction being depression in people who have or do not have a history of manic episodes. This could occur as a result of particular life events that one is encountering which is distressing such as; workplace stress, pregnancy, woman nursing a baby etc. The term postpartum depression encompasses several mood disorders that follow childbirth. Mothers with postpartum depression experience feelings of extreme sadness, anxiety and exhaustion that may make it difficult for them to complete daily care activities for themselves or for others (Andrews, Cuijpers, Craske, McEvoy, & Titov, 2010).

There are numerous consequences of untreated postpartum depression. Not only is the mother's mental and physical health in jeopardy, but also the children (Andrew, et

al., 2010). For instance, literature reveals that in the postpartum period, depression may adversely affect the physical and emotional health of the mother, including increased risk for future depressive episodes with a negative impact on parenting and caretaking behaviours, and the physical and cognitive development of the child (O'Hara & McCabe, 2013). Additionally, depressed mothers exhibit difficulty bonding and interacting with infants, which is associated with developmental problems. Maternal depression, during the first year postpartum, is associated with aggression, hyperactivity and depression among children at age three (Connelly, Baker-Ericzen, Hazen, Landsverk, & Horwitz, 2010). There is also evidence which suggest that, women experiencing postpartum depression are at an increased risk for comorbid obsessive-compulsive disorder (Miller, Hoxha, Wisner & Gossett, 2015). Postpartum depression, if left untreated, can result in other serious and devastating consequences for the mother and the infant, as well as the rest of the family (Ganjekar, Desai & Chandra, 2013).

About 10 percent of new mothers develop PPD, but some experts believe the number is even higher because many women donot seek treatment (American Psychiatric Association, 1994). According to Daily Trust Newspaper (August 28, 2017), in Nigeria, mental illness is more perceived as spiritual attack and are hardly reported to medical experts; while the illness prevalence is comparable to that of the western world but the ability to withstand this situation varies in individuals. However, numerous factors have been established to be the root cause of postpartum depression. Some of which are; low self-esteem, stressful life events, low social support, marital stress and prior depression (O'Hara & McCabe, 2013). In the recent time, there is increasing evidence that body image dissatisfaction may play an important role in prenatal depression (Rauff & Downs 2011; Sweeney & Fingerhut, 2013), considering these literatures, the need to investigate whether same is applicable to PPD arise.

Resilience is being able to withstand or recover quickly from difficult conditions (Soanes & Stevenson, 2006). It is also the

ability of a strained body, by virtue of high yield strength and low elastic modulus, to recover its size and form following deformation (Fletcher & Sarkar, 2013). Turning to psychological resilience, numerous definitions have been proposed in the previous research literature. In an attempt to provide definitional and conceptual clarity in this area, Fletcher and Sarkar (2013) recently reviewed and critiqued the variety of 12 definitions, concepts, and theories of psychological resilience. Based on consistent themes 13 emerging from the review, they defined psychological resilience as “the role of some mental processes and behaviour in promoting personal assets and protecting an individual from some potential negative effect of stressors” (Fletcher & Sarkar, 2012, p. 675; 2013, p. 16). While Hain, Oddo-Sommerfield, Bahlmann, Louwen, & Schermelleh-Engel, (2016) established that resilience and dysfunctional self-consciousness play important roles on PPD. Apart from the psychological factors discussed in this study, numbers of children given birth to can predispose mothersto PPD.

According to a previous study, numbers of child births by mothers can make them susceptible to postpartum depression. This is because some mothers find it difficult to cope with multitasking-caring for self, the new baby and the siblings especially those with more than two children (Batmaz, Sarioglu, Kayaoglu, & Dane, 2015). Batmaz et al., further found that, there was a significant difference between the number of living children of mothers and those with no children or one or two children on the score of postpartum depression. This implies that there is tendency that rate of postpartum depression could be higher in women, who have numerous numbers of children compare those with none or few children. Also, family structure is a factor that triggers PPD especially in extended family where there is no social support (Mohammad, Gamble, & Creedy, 2011).

The psychosocial effects of PPD have been found to extend beyond the effects on the mother alone but also for adequate care of the baby. Studies have shown that postnatal depression places the child at high risk for attachment difficulties, mental illness and motor development, emotional and

behavioural dysfunction, low self-worth, and poor health outcomes (Goodman, & Gotlib, 1999; Petterson, & Albers, 2001). In addition, Weissman and colleagues (2006) found a correlation not only between the mother's and child's mental health, but between treatment for the mother and mental health outcomes for the child.

Hypotheses

The following hypotheses were formulated for the study;

- i. There will be a significant relationship between numbers of children, resilience, body image satisfaction and postpartum depression
- ii. Numbers of children, resilience and body image satisfaction will significantly independently and jointly predict postpartum depression among nursing mother.
- iii. Individuals from extended family will score high significantly on postpartum depression than counterparts from nuclear family

Method

Design

This study adopted an expost-facto design. This is because the variables in the research cannot be manipulated. The independent variables involved; demographics (number of children and family type), resilience and body image satisfaction. The dependent variable is postpartum depression which was continuously measured with a scale on the sampled respondents. However, the study used the quantitative data collection techniques through the use of questionnaire among the target participants.

Setting

This study was conducted in UITH, Ilorin, Kwara State; it is a government hospital established in 1980 with focus on medical research and treatment. This hospital is the most suitable for this type of study because it is the largest in that part of the state where pools of nursing mothers attending postnatal clinic could be found.

Participants

Participants were randomly selected purposively during questionnaires

administration. A total number of 216 nursing mothers were randomly selected in the postnatal clinics of the hospital. The participants' age range between 20 to 45 years. Only nursing mothers who were either single, married, cohabited, separated or divorced and literate were involved. The ethnicity of the subjects could not be determined absolutely however it could probably be Yorubas majorly but the region accommodates all tribes and races as the state capital of Kwara in north central parts of Nigeria.

Ethical Consideration

This study obtained an ethical clearance from the Ethical Review Committee (ERC) of the University of Ilorin Teaching Hospital after it has met all the necessary requirement of the committee. In addition, oral and written informed consents were obtained from individual parents/guardian after a clear explanation of the objectives, logistics and potential benefits of the study.

Sample Procedure

The study adopted a purposive sampling technique to be able to choose participants who portray the characteristics needed for

the construct under investigation. Respondents were approached in the clinic and the purpose of the study were explained to them. Participation was voluntary and only those who gave informed consent received the questionnaire. They were assured of confidentiality of their responses and anonymity was achieved since there was no provision on the questionnaire for any identifying personal information. Nursing mothers who do not give their informed consent were excluded in the study.

Instruments

Socio-demographic

This section tapped demographic data of the respondents such as age, family type, educational qualification etc. Three instruments were used in the study, namely: Brief Resilience Scale (BRS), (Smith, Dalen, Wiggins, Tooley, Christopher & Bernard, 2008); Body Shape Questionnaire (BSQ) (Cooper, Taylor, Cooper & Fairburn, 1987); Edinburgh Postnatal Depression Scale (EPDS) (Cox, Holden & Sagovsky, 1987).

Brief Resilience Scales (BRS)

BRS is a standardized psychological instrument developed by Smith, Dalen, Wiggins, Tooley, Christopher & Bernard (2008) which was used to assess resilience in the respondents. The BRS consists of six items; three negative items and three positive items. Respondents were asked to answer each question by indicating their agreement with each statement by using the following scale: 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, and 5 = strongly agree. Smith, et al. (2008) also reported the reliability and validity of the instrument. The BRS demonstrated good internal constancy with the value of Cronbach's alpha ranging from .80-.91. Convergent validity and discriminant predictive validity were also reported by Smith et al. (2008) as part of the validation analysis. Items 1, 3 and 5 are directly scored and items 2, 4, and 6 are inversely scored. The present study recorded a Cronbach's alpha of .80. Scores higher than 12 indicate that the individual is resilient, while lower scores indicate non-resilient.

Body Shape Questionnaire (BSQ)

BSQ is a 34-item self-report questionnaire

designed to assess body image dissatisfaction by Cooper, Taylor, Cooper & Fairburn, (1987). It employed Likert response format: 0=Never, 1=Rarely, 2=Sometimes, 3=Often and 4=Always. Participants rate items on a scale from 1 (never) to 6 (always) and higher scores reflect greater dissatisfaction. The BSQ has been found to be a reliable and valid measure of body image as it has been shown to have good test-retest reliability (.88), concurrent validity with other measures of body image; including the Body Dysmorphic Disorder Examination (Rosen, Jones, Ramirez, & Waxman, 1996) and the Multidimensional Body-Self Relations Questionnaire (Brown, Cash & Mikulka, 1990), and criterion validity for clinical use (Rosen, et al., 1996). The present study recorded a Cronbach's alpha of .85. A score above 45 indicate dissatisfaction with weight or shape and preoccupation with or distress about body shape.

Edinburgh Postnatal Depression Scale

EPDS

This is a 10-item self-report scale designed to screen women for symptoms of emotional distress during pregnancy and

the postnatal period. The EPDS includes one question (Item 10) about suicidal thoughts and should be scored before the woman leaves the office in order to detect whether this item has been checked. Further enquiry about the nature of any thoughts of self-harm is required in order for the level of risk to be determined and appropriate referrals made where indicated to ensure the safety of the mother and baby. As it reflects the woman's experience of the last 7 days, the EPDS may need to be repeated on further occasions as clinically warranted. The scale is widely used and has high reliability universally (Cox, Murray and Chapman, 1993). The present study recorded a Cronbach's alpha of .78. Items 1, 2, & 4, are directly scored and items 3, 5, 6, 7, 8 and 10 are reversely scored, a minimum score of 0 to 6 indicate absence of depression while 7 scores and above indicate high postpartum depression.

Procedure

The researchers got an approval letter from the ethical committee review at University of Ilorin Teaching Hospital authority so that the study can be permitted. Also, participants inform consent were sought and the questionnaires were administered through the assistance of nurses in the postnatal unit. Some questionnaires were not completed immediately and the researchers had to go back for within interval of week to retrieve them.

Analysis

Data were analyzed using statistical packages for the social sciences 21.0. Descriptive statistics such as frequency, mean, Standard Deviation and variance were performed to describe the respondents' information. Pearson product moment correlation was used to analyze hypothesis one and regression analysis for hypothesis 2 while t-test for independent sample was used to analyze hypotheses 3.

Results

Table 1: Summary Showing Pairwise Inter-Variable Correlations using Pearson Product Moment Correlations

Variables	1	2	3	4	5	SD
1. Age	-					1.87
2. Number of Children	.069	-				2.11
3. Resilience	-.116	.016	-			16.9
4. Body Image Satisfaction	.124	.117	-.050	-		14.4
5. Postpartum Depression	-.003	.198*	.152	-.278*	-	76.6

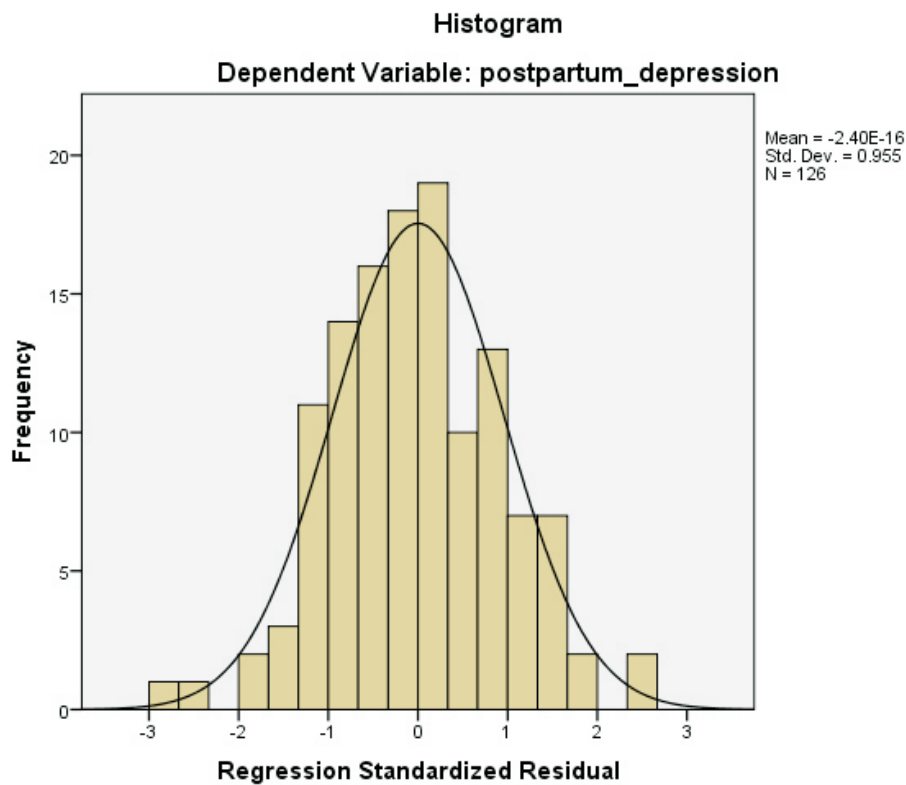
From Table 1 above, the results showed that there is a significant positive relationship between number of children and postpartum depression ($r=.198$ $p<.05$). However, there is a significant negative relationship between body image satisfaction and postpartum depression ($r=-.278$ $p<.05$) hence, the need to regress the independent variables on dependent variable arises below:

Predictors	R	R ²	F	Sig.	Beta	t	Sig.
Number of Children					-.226	2.49	.014*
Resilience	.410	.168	2.09	.000	-.010	-.116	.908
Body Image Satisfaction					.252	2.69	.008**

** $p < .01$, * $p < .05$

Table 2 showing Summary of Multiple Regression Analysis Regarding the Influence of Number of Children, Resilience and Body Image Satisfaction on Postpartum Depression

Dependent variable: Postpartum Depression



From table 2 the result shows that number of children, resilience and body image satisfaction did jointly influence PPD among the sampled participants [$R=.410$; $R=.168$; $F(8,114)$, $t=2.089$, $p<.01$]. The result further reveals that number of children, resilience and body image satisfaction did jointly account for 17% of

the changes observed in the self-report of postpartum depression while the remaining 87% could be attributed to other variables not considered in this study. However, analysis of the independent predictions indicated that only number of children [$t = 2.49$, $p<.05$, $\beta=-.252$] and body image satisfaction [$t = 2.69$, $p<.05$, $\beta=-.226$]

predicted postpartum depression. Therefore, the stated hypothesis is supported by the result obtained and it is accepted in this study. This hypothesis is therefore, confirmed. This implies that the collective presence of numbers of children, resilience and body image satisfaction have significant influence on postpartum depression. However, body image satisfaction did contribute to the prediction of postpartum depression independently and numbers of children while resilience as a whole did not contribute to postpartum depression symptoms among the sampled participants.

Table 3 showing t-test summary table of family type on postpartum depression

	Family Type	N	\bar{X}	SD	df	t	P
Postpartum Depression	Nuclear	78	13.94	2.44	124	-2.225	<.05
	Extended	48	15.08	14.25			

Table 3 showed that there is a significant difference of family type on postpartum depression [t (-2.225) = 124; P<.05]. The result further showed that participants from nuclear family scored lower [\bar{X} = 15.08] on PPD. Therefore, hypothesis three is accepted.

Discussion

Findings of this study showed that there exists a significant negative relationship between body image satisfaction and postpartum depression. Also, numbers of children have significant positive relationship with PPD. This result is similar to the study of (Molyneaux, Poston, Ashurst

- Williams, & Howard, 2014), which found that body image dissatisfaction has correlation with PPD. This implies that body image did have relationship PPD among nursing mothers. Though, there are no previous study to back the result that numbers of children did have positive relationship with PPD, however, Batmaz, et al. (2015) did opined that mothers who has multiple children may be depressed compare to those with one or two children only.

Hypothesis two reveals that number of children, resilience and body image satisfaction did jointly significantly predict

PPD. The result is supported by other studies (Batmaz, et al., 2015; Young, & Young-Joo, 2018). Added to that, body image satisfaction did significantly predict postpartum depression among the sampled mothers. This result is similar to previous studies (Astrachan-Fletcher, Veldhuis, Lively, Fowler, & Marcks, 2008; Institute of Medicine, 2009). These studies found that body image dissatisfaction is a great predictor of PPD. Also, numbers of children given birth to did have significant independent on PPD. The finding is in support of a study which found that, numbers of children given birth to by the mothers can make mothers to be susceptible to postpartum depression (Strauss, 2015). This implies that numbers of children given birth to and body dissatisfaction after delivery are factors to be consider when investigating PPD. Literature also put it that, resilience without other factors did not influence PPD (Lancaster, Gold, Flynn, Yoo, Marcus, & Davis, 2010). This assertion is in lined with the result obtained for this study. This implies that multiple factors and not resilience alone could not account for PPD.

The third hypothesis which state that family type will have significant influence on PPD was also confirmed. Although there is scanty literature to back this result up because most research has been neglecting the roles of family structure on PPD, however, the postpartum period is characterized by dramatic changes that require women to attend to many competing concerns, including recovering from childbirth, caring for a needy infant and adapting to the new mothering role (Ngai, et al., 2007). In Nigeria culture, parenting is the major role that adult women are expected to play, and it causes them great stress especially when the relatives are not supporting (Lu & Lin, 1998). For some of the participants, the pressure of motherhood might be aggravated by the lack of a maternal support; hence, these women could be exhausted. The present study discovered that nursing mothers from extended family are prone to PPD. This may probably be that, nursing mothers from extended family are denied of care and support needed from husband, second wife or other members of the family as a result of rivalry that exist in polygamous family in most homes. In other hands, other factors

like low income and much stress in taking care of children and relations may also be a factor.

Conclusion and Recommendations

The outcomes of the analysis showed that psychosocial factors did influenced PPD among nursing mothers in UITH, Nigeria. The result revealed that, body image has a significant influence on PPD, while resilience alone has no significant influence on PPD but other factors (body image satisfaction and numbers of children given birth to) with resilience did. However, number of children given birth to has independent significant influence on PPD. Also, Nursing mothers from extended family scored higher on PPD compare with those from nuclear family. Considering the findings of this study, the following recommendations are made:

1. Medical professionals should screen mothers for PPD during postnatal clinics and to refer the detected cases to the community mental health centers for early management.
2. There should be public enlightenment through the mass media on the need for family supports and minimal numbers of children among families.
3. Hospital authorities should organize weekly psychoeducation programmes that will foster cognitive restructuring regarding body image dissatisfaction in postnatal clinic unit to eradicate postpartum depression among nursing mothers.

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**THE INCIDENCE OF MARRIAGE AND FERTILITY TRANSITION IN GUMA
LOCAL GOVERNMENT AREA, BENUE STATE**

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Abstract

This study examined the incidence of marriage and fertility transition in Guma Local Government Area, Benue State. Simple random sampling technique was employed to select four hundred (400) respondents (224 males and 176 females) using Taro Yamane formula of sample size determination. Data for the study was elicited from semi structured questionnaire and key informant interviews. Triangulation was used in the course of analyzing the data. Quantitative data was analyzed using descriptive statistics such as frequency distribution table, and inferential statistics using Chi Square. Analysis of qualitative data was done using thematic approach and direct quotation of responses. The study found a high prevalence rate of marriage in all its ramifications with a high attitudinal support towards it by the people. This was associated with the high birthrate and high fertility within the study area. This scenario has delayed the onset of fertility transition in the area making it a pre-transition society in the fertility transition process. The study concluded that, the high prevalence of marriage and the culture-bond attitude of the people has resulted to high fertility, thus, hindering the onset of fertility transition. It recommended for culture based mechanisms such as mechanized farming, increased access to quality education, upgrading of local markets, girl-child education and mobilization and sensitization of the people using community based institutions. Most importantly, it called for a gradual check on the trend by first establishing social and institutional mechanisms (social welfare schemes, old age security, mechanized farming, quality accessible and affordable education) which will help to effectively checkmate high fertility and result to expected fertility decline (fertility transition).

Keywords: Marriage, Fertility Transition, Guma.

Introduction

Marriage is a relationship established between a man and one or more other persons, which provides that a child born to the woman under circumstances not prohibited by rules of the relationship is accorded full birth-status right common to normal members of his society or social stratum. No one definition of marriage applies to all cultures. Marriage has been documented by scholars as one of the factors affecting fertility in some Nigerian and African societies. These scholars points to proportion married, age at marriage, time spent within marital unions etc as determining the onset of fertility transition (Fargues 1989, National Research Council, 1982, Makinwa & Feyisetan, 1997, Bongaarts 1978, UN 1989, UNICEF, 2001, Makinwa 2006, Manda and Meyer, 2005, Pathfinder International, 2006). A list of rights associated with marriage includes sexual monopoly and rights with respect to children which of course differ across cultures (Kwaghga 2018). Fertility according to Ode (2006) is “the actual

reproductive performance of an individual, a couple, a group or a population”. Fertility behavior means all human actions related to the actual reproductive performance of an individual, a couple, a group or a population. Fertility transition refers to the downward trend or change/decline in the level of birth rate. It is a change in fertility from higher to lower levels.

The role of marriage in determining fertility levels in societies where most of child bearing is confined within marriage is well documented. Changes in the proportion married as well as increases in age at marriage have been identified as one of the factors responsible for fertility decline in some African countries (Kwaghga, 2018). In decomposing the factors responsible for differences in fertility among sub-population groups in Nigeria, Makinwa (2001), using Bongaarts framework (Bongaarts 1978), found that marriage was the second most important factor. For the entire country, the fertility inhibiting effect of marriage was 25 per cent.

Among the countries of Sub-Saharan Africa, Nigeria is one of the countries that

have a high prevalence of early marriage. The Nigeria Demographic Health Survey of 2008 indicates that 40% of females are married by the age of 18, with the highest concentration in the Northwest region where 78% of girls are married by the age of 18. It also shows that 23% of women have commenced child bearing by 19 years. In Nigeria, the scenario is typical for the existence of early marriage in developing nations. With a high population, high poverty level (84% live below \$2 a day), high level of rural dwellers and prevalence of Islam in the Northern part of the country, the preconditions for early marriage are highly prevalent (Ozumba, 2012).

Also of importance are the fertility implications of marriage. Early marriage leads to having high number of children in the communities that practice it. This is as a result of a longer period of exposure to reproduction within marriage (Kwaghga 2018). As stated in Strulik and Vollmer (2010) almost all cases of fertility transition has been preceded by a secular fall of mortality rates thus it appears that reduction in mortality rates have caused fertility to fall. However, adolescent motherhood, a

natural fall out of early marriage, is associated with a higher risk of neonatal deaths. The implication is that high infant mortality rate, which is associated with early marriage naturally sustains high fertility rates as women have as many children as possible to ensure that some will survive (Kwaghga 2018). As such it leads to high population growth rate which in turn hampers the fertility transition in such areas. Japan's fertility decline has been identified as primarily being caused by the increasing delay of marriage which effectively reduces time of exposure to the risk of pregnancy (Ozumba, 2012).

It has also been observed by Ozumba (2012) that the countries where women traditionally married at a later age also were among the first to experience fertility transition from high fertility to lower fertility. It is believed that the factors in those societies that encourage late marriage are also conducive for adoption of controlled fertility within marriage (Kwaghga, 2018). Examples of such societies include countries of Western Europe which had traditionally older mean age at marriage ranging from 23 to 28 years,

also showed 10% decline in marital fertility before 1910. This is in contrast to countries of Asia and Africa where mean age of marriage is less than 18 years and as late as 1990 some were yet to show any fertility decline (Ansley, 1992). In consonance with this view, the fertility decline observed in Ghana between 1988 and 1998 has been linked to increased age at first marriage, among other proximate determinants (Chuks, 2002). The nexus between the incidence of marriage and fertility transition was aptly captured by (Ozumba 2012) when he asserts that:

Women who marry early may have a higher fertility rate due to the longer time of exposure to the risk of pregnancy. The resultant effect of high fertility is obviously a high population growth rate eventually leading to soaring population. In a developing country like Nigeria, the consequences may include insufficient resources and infrastructure for the populace which could lead to the populace struggling over

the control of available resources, as has been the case in Nigeria. This situation could further exacerbate the negative health and socio-economic problems associated with early marriage. In other words, high population growth rate as occasioned by high fertility could be a factor in the continuation of the cycle of poverty and ill-health. This cycle in turn offers an enabling environment for the continuation of the practice of early marriage because early marriage is found to occur more in poor and uneducated families.

The study by Ushie (2011) revealed that differences in age of entry into marital unions between rural and urban residents are significantly related to rural/urban fertility differentials. According to the Nigerian National Demographic and Health Survey (NDHS) 2008, the median age at first marriage in Nigeria was 17 years, with

variations occasioned by religion, culture and level of educational attainment. Again, result of multivariate analysis of age at first marriage carried out by Babalola (2002) revealed that women in the rural areas marry much earlier than their counterparts in the urban areas. According to him the average age at first marriage is 22.8 percent for urban dwellers and 19.8 for rural dwellers.

High fertility and marriage is not peculiar to Nigeria only. Wright (1998) writing about fertility and age at marriage in Sri Lanka estimated that almost the entire decline in fertility up to 1963 was due to a rise in the female marriage age. Fernando (1992), similarly attributed four fifths of fertility decline between 1963 and 1969 in Sri Lanka to the rising female age at marriage. According to Brodie (1994), rising age at marriage might precede or even stimulate a greater acceptance of family Planning. He also observed that whatever changes in fertility that did occur in Sierra Leone were largely the result of late marriage. Giving the ongoing debate on marriage and fertility outcomes, the main objective of this study was to examine the incidence of marriage

and fertility transition in Guma, Benue State.

Methodology

This study was carried out in Guma Local Government Area in Benue state. The LGA has an estimated population of 314,630 as of 2018 (NPC, 2018). The area is dominated by Tiv made up mostly by Ihyarev and Nongor extractions. Other ethnic groups in the LGA are the Jukuns, Ibo, and Hausa speaking people. The LGA has an observed high fertility rate. The major occupations of the people include farming, self-employed businesses, fishing and politicking. The local government has series of environmental problems which are associated with high fertility. The study was cross-sectional and descriptive in nature, employing both quantitative and qualitative approaches.

People from 15 years and above of both sexes constituted the population of this study. 400 respondents were drawn to represent the entire population including male and female who were both single and married. Combinations of cluster sampling and simple random sampling techniques

were used in this study. The ten council wards within the Local Government were used as clusters. All the ten clusters were covered in this study. Thus, 40 respondents were selected from each cluster making a sum of 400. Of these 40, 38 in each cluster were administered a semi structured questionnaire while 2 each from a cluster served as key informants.

Descriptive and inferential statistical measures were used to analyze and generate data into frequency tables. Cross tabulations were done to show the link between dependent and independent variables. Analysis of qualitative data was done using thematic narratives and direct quotation of responses. The bivariate analysis was done using cross tabulation and chi-square (X^2) statistical test of association.

Results

The findings of this study are discussed in

the following sections:

Socio Demographic Characteristics of Respondents

The data collected shows that, males constituted majority of the respondents 56% (224) and female formed 44% (176). The data on age of respondents shows that, the study population has a youthful population mostly within the reproductive age bracket. The educational attainment of respondents revealed that the level of education of respondents was low. It was however observed that, educational institutions mainly nursery, primary and secondary were located across the council wards of Guma Local Government Area. The area had only one government established tertiary education institution i.e. College of Health Technology located at Agasha. The data is summarized in Table 1 below.

Table 1: Socio Demographic Data of Respondents

Categories	Frequency (400)	Percent (%)
Sex		
Male	224	56
Female	176	44
Age category		
15-19	54	13.5
20-24	60	15
25-29	64	16
30-34	58	14.5
35-39	43	10.75
40-44	61	15.25
45 +	49	12.25
Marital Status		
Single	115	28.75
Married	285	71.25
Religious affiliation		
Catholic	198	49.87
Protestant	95	23.91
Pentecostal	71	17.88
Muslim	18	4.53
Others	15	3.78
Level of Education		
No formal education	133	33.25
Primary education	81	20.25
Secondary education	97	24.25
Tertiary education	66	16.5
Others	23	5.75

Source: Field Survey 2018

Marriage and Fertility Transition
 This study sought to examine the current rate of marriage in Guma Local Government Area in order to understand its effect on fertility transition. The findings show that, 45.28% (24) and 54.72% (29) of male and female respectively maintained

that, the rate of marriage is low. Furthermore, 56.14% (32) male and 43.86% (25) female stated that, the rate of marriage is moderate while 53.08% (138) male and 46.92% (122) female concluded that, the rate was high. The data is presented in Table 2.

Table 2: Sex by Rate of Marriage as perceived by Respondents

Sex of Respondents	Rate of marriage			Total
	Low	Moderate	High	
Male	24 (45.28)	32 (56.14)	138 (53.08)	154
Female	29 (54.72)	25 (43.86)	122 (46.92)	176
Total	53 (100)	57 (100)	260 (100)	370

Source: Field Survey 2018

Corollary from above, it can be inferred that the rate of marriage according to the respondents is high. This calls for concern giving its implications on fertility transition and socio economic development of the area. By implication, the rate of marriage in the study area is high. Furthermore, it is one of the proximate determinants of fertility (Bongaarts, 1978). Thus, high proportion of marriage translates to higher birthrate and by inference hinders the onset of fertility transition. The respondents expressed diverse opinions on what contributes to the rate of marriage in the area. The desire for children accounted for the highest percent 15.60% (58) respondents, followed by low level of education 12.40% (45) and the need for companionship 9.95% (37). Other reasons include increasing rate of celibacy 4.03% (15), assistance in farming 9.41% (35), fear of dying without children 7.53% (28), sign of maturity 8.87% (33). The list also includes sexual satisfaction 9.41% (35), pressure from parents/relations 6.99%

(26), non-enforcement of marital pre-requisites 6.72% (25) and religious reasons 9.41% (35).

According to a 70 years old man:

The Tiv society stigmatizes children out of wedlock. To have children who are culturally and socially accepted, one must get married. Thus, the practices has come to stay. It is infact compulsory for all who are matured to get married, form a family and have children to get married, form a family and have children

In the words of house wife:

The society has made no provision for unmarried women to live good lives. The life of a woman is complete only when she is married to a man. She needs the protection, support,

care and name of a man to be recognized. As you can see, adult women who are not married face stigmatization and gossip among relations. It is seen as a curse.

Also as noted by a traditional ruler:

Marriage occurs in our society for various reasons though it has been among our people from ancestral times. Some marry to have children, respect, companionship, sexual satisfaction, religious obligation, sign of maturity and to gain parental blessings. It gives sense of fulfillment and achievement. This is why most people in our society are married.

It can be inferred from these findings that, the people had personal, social, educational and economic reasons that will likely sustain the tempo of marriage in the area. Thus, as long as this practice persists, higher birth will be inevitable thereby

delaying fertility transition in the area.

An important aspect of marriage was observed and studied in Guma Local Government Area – early marriage. Early marriage connotes a socially approved and sanctioned union between male and female in which one of the couples is less than eighteen (18) years (UNICEF, 2001). It was found that the phenomenon was more common among females than males. However, this study examined the phenomenon among the sexes. The aim was to understand the people's attitude towards it and its related impact on fertility transition. The views of respondents on early marriage were cross tabulated with their marital status. As shown in Table 4 below, 39.80% (78) and 60.20% (118) of single and married respondents respectively supported the practice of early marriage. Also, 17.54% (30) and 82.46% (141) respondents who were single and married respectively did not support early marriage. The data is summarized in Table 4 below.

Table 4: Marital Status of Respondents Showing Attitude towards Early Marriage

Marital Status	Support	Not support	Total
Single	78 (39.80)	30 (17.54)	108
Married	118 (60.20)	141 (82.46)	259
Total	196 (100)	171 (100)	367

Source: Field Survey 2018

A trend was however, observed among the respondents. From the findings, majority of those who were single supported early marriage while majority of those respondents who were married did not support early marriage. These signal the readiness of young people to marry at younger ages. Interestingly, early marriage means early onset of childbirth which translate to higher fertility, a condition that does not allow for the onset of fertility transition. The larger percent of married people who did not support early marriage might be due to their experiences as a result of their early marriage or those of their relations.

Some of the reasons that were identified as influencing respondents' attitude towards early marriage are as follows: the drive to have more hands in farming was the basic reason while majority of the respondents 13.70% (50) supported early marriage, followed by timely training of children

11.51% (42), provision of sexual satisfaction within marriage 11.23% (41), companionship 6.58% (24), prevention of sexual immorality 8.49% (31) and high level of poverty 5.48% (20). Also, those who did not support early marriage gave the following reasons; leads to poor planning 6.85% (25), leads to infections/diseases 8.49% (31), forms a source of economic hardship 7.40% (27), leads to divorce 10.68% (39) and result to low level of educational attainment 9.59%(35).

One of the married women key informants recounted her experience as follows:

I got married at the age of fourteen. At that time, I had no knowledge of the duties of a housewife. As a result, I went through a lot of challenges in life including childbirth and childrearing. At twenty-two years, I had five children already. It is not a good experience

Another married woman also notes;

I lost my parents when I was a child. While growing up, I had nobody to take care of me. When it became clear that, I could not feed for myself, I got married at sixteen years. Since then, I have been moving on with life”

Furthermore, one of the heads of households notes;

In a society where farming is the major occupation, young persons will inevitably need supporting hands in their farming endeavour. It is why most of us resort to marriage. This helps us to raise a family where more source of labour is

derived”.

Additionally, 28 years married man asserted that:

What reason would a young person give for avoiding marriage? Marriage helps to check sexual immorality, unplanned pregnancy, abortion, childbirth out of wedlock. It also helps young persons to give grandchildren to their parents while alive. For girls, it gives them the opportunity to repay their parents before they die.

The relationship between marriage and fertility transition was assessed. The result is presented in table 3 below.

Table 3: Nexus between Marriage and Fertility Transition

Age Category	Marriage and fertility transition		Total
	Hinders fertility transition	Enhances fertility transition	
Youth	118	59	177
Adult	86	54	140
Aged	60	23	83
Total	267	133	400

Source: Field Survey 2018

From the foregoing, it can be inferred that the prevalence rate of the incidence of marriage hinders fertility transition. A test of relationship between the incidence of

marriage and fertility transition revealed a chi square value of 45.084 and a likelihood ratio of 70.524. The data is summarized in table 4 below

Table 4: Chi Square test showing the Nexus between Marriage and Fertility Transition

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	45.084 ^a	2	.000
Likelihood Ratio	70.524	2	.000
Linear-by-Linear Association	44.782	1	.000
N of Valid Cases	400		

Source: Authors' computation

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 25.58.

transition revealed a strong positive relationship as indicated by a Phi of .712 and Cramer's V of .536 as well as a contingency of coefficient of .574. The data

A statistical test of the association between the incidence of marriage and fertility

is summarized in table 5 below

Table 5: Showing Symmetric Measures of the relationship between marriage and fertility transition.

		Value	Asymptotic Standardized Error^a	Approximate T^b
Nominal by	Phi	.712		
Nominal	Cramer's V	.536		
	Contingency Coefficient	.574		
Interval by	Pearson's R	.160	.030	4.837
Interval				
Ordinal by	Spearman	.262	.042	5.758
Ordinal	Correlation			
N of Valid Cases		400		

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

These views confirm the existence and persistence of early marriage practices among people in Guma LGA. As earlier noted, high prevalence rate of marriage leads to high birth-all things being equal. This leads to high fertility and by implication hinders the onset of fertility transition.

Conclusion / Recommendations

Nigerian government and Benue State in particular has not got a better alternative for her citizens that will substitute the benefits derived from adherence to prevailing cultural practices such as the marriage system that will set a turning point in the fertility behavior which will help to lower the current level of fertility. As long as the status quo continues, achieving desired fertility levels will remain a policy issue in the country. Such action will provide conducive atmosphere for fertility transitions from high to lower levels. Also, access to quality education among the inhabitants of Guma Local Government Area will make others to engage themselves in other occupations aside farming. This will help to reduce the short term emphasis on marriage to support farm work.

To ensure the realization of the long awaited fertility transition, the trend must be checked gradually until it reverses itself. Nigeria as a whole lacks the needed institutions (social welfare, pension services, and people oriented civil services, effective fertility regulation mechanisms) to externally, legally and forcefully enforce fertility laws that will help to achieve the desired fertility transition in the country.

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**PREVALENCE OF EXAMINATION MALPRACTICE AMONG STUDENTS IN
DISTANT-LEARNING, PUBLIC AND PRIVATE UNIVERSITIES IN NIGERIA.**

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Abstract

The study investigated the prevalence of examination malpractice behaviour in distant-learning university, public and private Nigerian universities to identify where examination malpractice is more. A total of 342 (male=211 (61.7%) and females=131(38.3%) students sampled from three universities in Benue State responded to the questionnaire. Their ages ranged between 17 and 50 years, with mean age of 23.9 years and standard deviation of 4.80. The categories of universities were varied as public university and private university and, and their students responded to Perceived Reasons for Academic Cheating Behavior Inventory (PRACBI). ANOVA result showed a statistically significant difference of prevalence at $P<.05$ level in exam malpractice among private universities, public universities and distant-learning universities in Nigeria [$F(2, 339)=8.13, P=000$]. The research findings and implications were discussed and recommendations made.

Key words: Examination malpractice, Nigerian universities.

Introduction

In Nigeria, the educational system and other systems are crisis-ridden. Maduemezia (1998) traced the first case of exam malpractice in Nigeria to 1914 during the Senior Cambridge Local Examination papers which were leaked before the scheduled date of examination. This was the year the Southern and Northern protectorates were merged to form the entity called Nigeria today. Most students obtain/pass their senior secondary school certificate through gross examination malpractices and these crops of students scaling through examinations fraudulently transit into tertiary institutions with the same pattern (Eba & Emaikwu, 2007). These person(s), when they at all finally graduate find it very difficult to defend their grades since they never studied hard enough to have such grades, making Nigeria to be mentioned among nations topping the chart for academic corruption (Daily Trust, 2012). Paul, Enejoh, Enejoh, and Omisere (2013) defines examination malpractice as any irregular behaviour exhibited by a candidate or anybody charged with the conduct of examination before, during or after the examination that contravenes the

rules and regulations governing the conduct of such examination. In the understanding of Onah (2010), it is anything done by the examination candidate that is likely to render the assessment useless. To Usman (2005), it is cheating in the examination or any intention to benefit or give undue advantage to oneself or another by deceit or fraud, before, during and after examination. These definitions are not far from the views of Wilayat (2009) Nuraini (2008).

Examination malpractice is already a culture in Nigerian educational scene because it is been condoned by most parents, students, teachers and lecturers (Ojerinde, 2010). At risk are invigilators and question papers, hence Nigerian educational system is gravely threatened. The frequency of occurrence of examination malpractice indicates a state of hopelessness and helplessness. Genuineness of examination process has been trivialized due to gross malpractices, thereby reducing Nigerian educational institutions as centers for grooming hoodlums (Emaikwu, 2012). Following the clampdowns on cultists in Nigerian universities, students used cash payments

and other overtures to appeal to the lecturers and invigilators. The incidence of examination malpractice has become so endemic that the penalty hitherto meted out to its perpetrators is almost having no statistical significant effects on them (Sule, 2009). There is an astronomical increase in the number of people and institutions involved in this social malaise. As a result of frequent cases of examination malpractice, the society is losing confidence in the certificates awarded by some institutions and examination bodies (Eba & Emaikwu, 2007; Ogum, 2007).

Cheating in examination has become so *internalized and legitimized* that some people now regard it as a normal process of passing examination in Nigeria. Owing to malpractices in universities, examination results tend to give a false picture of the state of affairs, hence a good number of school graduates cannot defend the grades obtained in examinations (Ada, 2004). It has led to the questioning of the validity and reliability of the examinations as well as the authenticity of the results and certificates obtained. A widespread examination malpractice in tertiary institutions in

Nigeria has led to a situation where the use of formal examination as basis for determining the level of candidates' proficiency at absorbing, reproducing and applying knowledge has become impossible. Since academic credentials are the only acceptable indices of educational attainment, students see passing examination as '*a do or die affair*' in Nigeria. As a result of examination malpractice, some Nigerian graduates cannot even write comprehensive letters, let alone read and understand newspapers articles. Some university graduates who are products of examination malpractice form majority of those unemployed (Duze, 2011).

On highlighting reasons why people engage in exam malpractice, Emaikwu (2012) listed some in the subscale (causes of examination malpractice) formulated to measure exam malpractices in Nigerian Universities. They are: undue paper qualification, fear of failure, inadequate preparation, lack of resources for teaching, teacher related-factors and societal related-factors. Also, Ifeagwazi (2010) in a validation of an inventory for measuring the

perceived reasons for academic cheating: anxiety and grade pressure factors, social situational factors, institutional related factors, and teaching/learning related factors were identified as been responsible for the prevalence of examination malpractices. Over the years, students have been coming up with new dimensions of examination malpractices. Many authors (Olaniran, 2002; Asuru, 1996) have attempted to extensively enumerate and discuss the different facets, categories and varying dimensions of examination malpractice or irregularities in Nigeria.

Okorodudu (2013) found that examination malpractice is one of the greatest problems undermining the foundation of educational practice in Nigeria. The study further stated that the magnitude of the problem and the dangers of the phenomenon have been identified by stake holders as national malady that required drastic solution. For many years we have resigned to fate and allowed it to take a firm hold on our school system, and we managed to continue to produce graduates at different academic levels although half-baked. The virtue of hard work and diligence as emphasised in

the National policy on education, which is respect for dignity of labour as means of achieving success has been eroded totally. It will require supernatural intervention to restore back to normalcy. There are sufficient empirical reports that decry the alarming prevalence of examination malpractice in all the three levels of academic learning in Nigeria, ranging from primary and secondary (Anzene, 2014), up to those in tertiary educational institutions which is the focus of this paper are highlighted here. This demonstrates heavily the extent to which academic corruption has destroyed the Nigerian academic system like pests destroy farm produces in stores.

The study by Chaminuka and Ndudzo (2014) assessed University students and staff on examination malpractice and fraud in higher education institutions. The study used the qualitative research methodology. Participants were drawn from four (4) higher educational institutions. The researcher used a structured questionnaire and group interviews for data generation. The study revealed that examination malpractice and fraud is caused by fear of failure and inadequate preparation for

examinations, shortage of learning and teaching resources among other factors. Similar findings were recorded for students in Lagos universities (Badejo & Gandonu, 2010) and for College of Education (Okoh, 2014).

Alutu and Alutu (2003), in a study undertaken at the University of Benin investigated the attitude of university undergraduates toward examination malpractice, with the view to synthesizing the implications of the findings for academic advising. The study found that 51% of students were positively disposed to cheating in examinations, while 49% were not. Adeniyi and Taiwo (2011) found a higher 70% indication of students' involvement in cheating behaviour at least, once during the last academic session out of 1,388 respondents. These results are similar to the findings of Jimoh (2009).

Emaikwu (2012) assessed impact of examination malpractice, involving a sample of 300 students and 100 lecturers randomly selected from four universities in North Central Nigeria. The result indicates that lecturers and students indulge in

examination malpractice in Nigeria. It is affirmed that examination malpractice is caused by undue emphasis on paper qualification, fear of failure and inadequate preparation among other factors. The result also shows that the major types of examination malpractice are possession of 'foreign materials' during examination, collusion by students to cheat in examination and continuous assessment malpractice. The article maintains that the evil of examination malpractice is not just the havoc it wrecks in our educational system but the gradual indoctrination of youths into the practice of fraud. Results (Olasehinde-Williams, Abdullah, & Owolabi, 2003) showed that 76.5% of the students manifested cheating behavior and in every course not less than 66% of the students were involved in cheating. Also, Bruno and Obidigbo (2012) opinion on this matter does not differ.

Having recognized examination as an educational malady which is later transferred into other social life transaction (Paul, Enejoh, Enejoh, & Omisore, 2013), the goal of this study is to determine and establish the differences that exist between

the three main types of universities operational in Nigeria. The researcher therefore hypothesize that there will be no statistically significant difference on incidence of exam malpractices of the students from the three types of universities spotlighted. This prediction is backed by the enormous evidences of exam malpractice in all Nigerian educational institutions, including primary schools (Cornelius-Ukpepi & Enukeoha, 2012).

Method

Participants

A total of 342 persons took part in this study; there were 211(61.7%) males and 131(38.3%) females. Their age ranged from 17years to 50year, with mean age of 23.9 and standard deviation of 4.80. They were drawn from the Makurdi centre of National Open University of Nigeria (NOUN), Benue State University (BSU) Makurdi, University of Agriculture Makurdi (UAM) and University of Mkar (UniMkar) Gboko, all in Benue State of Nigeria.

Instrument

Perceived Reasons for Academic Cheating

Behaviour Inventory (PRACBI) developed and validated by Ifeagwazi (2010) with Nigerian sample, and used to elicit response on reasons for exam malpractice was employed. It has 25 item with 3-points response dimensions (a very good reason; a good reason; and not a good reason). The reliability coefficient of the instrument was 0.87 Cronbach alpha. The instrument requested respondents of their ages in years, gender (male or female) and tertiary institution type (unconventional, public conventional or private conventional university). Some of the items in the instrument can be mentioned for the purpose of better understanding and acquit reader with the contents of the instrument.

Procedure

In distributing the questionnaires, the researcher approached the students found in their lecture halls or relaxation parks, made introductions and the purpose of coming to them after permissions were obtained from the concerned authorities. Only those who felt dispose at that moment completed the questionnaires. Each respondent was allowed a maximum time of twenty minutes to complete the inventories. From the total

of 350 questionnaires printed and distributed, 100 copies by Open university students, 100 copies at University of Mkar, 71 at University of Agriculture Makurdi and the remaining 71 at Benue State University. At the end of the distribution, three papers were not returned, another three had double markings on some items and two were returned with incomplete responses. From the four sampled centres, 342 well

completed inventories were collected for collation and analysis.

Design / Statistics

The study employed cross-sectional survey design and convenience sampling method were employed for data collection. One-way analysis of variance (ANOVA) was used to analyse the data for inferences.

Results

Table 1: Mean (M) and standard deviation (SD) of University types on Exam malpractice prevalence

Variables	Mean	SD	N
Distant-learning University (NOUN)	47.32	9.09	114
Public University (UAM & BSU)	49.43	8.83	114
Private University (UniMkar)	44.73	8.55	114

Table 1 show the mean score difference of students in the types of universities; those in distant-learning University have M=47.32(SD= 9.09), those in Public

University have M=49.43(SD=8.83), while those in private University have M=44.73(SD=8.55).

TABLE 2: Analysis of Variance (ANOVA) Summary of University type on Exam malpractice prevalence

Source	Sum of Square	df	Mean Square	F
University types;				
Between Groups	1264.66	2	632.33	8.13*
Within Groups	26381.50	339	77.82	
Total	27646.16	341		

*: p<.05

Table 2 revealed significant difference of prevalence at $P < .05$ level in exam malpractice among private universities, public universities and distant-learning universities in Nigeria [$F(2, 339) = 8.13$, $P = 0.000$].

Discussion

The hypothesis of this study which states that there will be no statistically significant difference in exams malpractices among students of Nigerian universities was refuted and disconfirmed. The mean scores difference in this study therefore indicated statistical significant difference, which is in tandem with other research findings (e.g., Alutu & Alutu, 2003; Adeniyi & Taiwo, 2011; Emaikwu, 2012 etc) which has sufficiently confirmed the high prevalence of academic misconduct among students of tertiary institutions in Nigeria. The result from the samples also indicates that public university had the highest mean score, followed by the distant-learning university, with the private university coming last on the rank.

The practical implication of this study on our academic universities system borders

on the managements' strategies in driving home all rules, regulations, policies and recommendations available at their disposal in checking incidences of examination malpractices under their noses. It has been widely acknowledged that students have made little or no effort to shunning this bad practice simply because managements and staff of some of Nigerians universities do not do diligence to checkmate / monitor, apprehend and adequately serve the culprits with dire punishments (Onyibe, Uma & Ibina, 2015). This inaction has largely stood as the motivating factor that gave rise to this ugly prevalent trend bedeviling our national higher institutions (Sule, 2009). No wonder Nigeria was named number one on exam malpractices in the world (Daily Trust, 2012). This trend has made some products of our universities to be seen as half-baked, both in character and in learning despite the grades they passed out with.

It is true that exam malpractice behaviour is learnt from the primary and secondary schools before these students enter the universities, and to ensure that only the intellectually capable applicants are admitted into programs of choice. Some of

the modalities are the introduction of post Joint Admission Matriculation Board (Post-JAMB) in the 2005/2006 academic session (Hundu, 2011), computer based JAMB examination in 2012, biometric WAEC registration for clearance of candidates into exam hall for each subject to be written in 2013, WAEC introduced computer based exam format from 2015 etc. In fact, in most universities some tests and examinations are computer based.

It is the researcher's opinion therefore, that the difference that exist in the incidences of examination malpractices among public conventional, private conventional and unconventional universities in Nigeria is caused by how much (very poor) stringent measures, emphasis and actions made by these universities authorities towards orienting the students against this vice of exam malpractices and the implications of indulging in any act that may constitute exam malpractices. Therefore, adequate modalities for conduct, invigilation and supervision of exams and meting out the most appropriate punishments to apprehended culprits to serve as deterrent to others who may intended to involve in any

act of exam malpractice (Badejo & Gandonu, 2010). When one is caught in such an act, he/she is not been forwarded to the appropriate body for prosecution and punishment. These culprits are either merely given new answer sheet to begin afresh, sent out of the exam immediately they were caught with their scripts accepted for grading, invigilator signing the culprit's script with points deduction inscription or their script torn in piece. A vast majority of exam malpractice cases are forgiven for humanitarian sakes (sheer pity). When cases are eventually reported to examination and ethics and a panel is set-up, the panel simply squashes it since witnesses may fail to appear and testify to give the panel moral evidences and standing for appropriate recommendations, thereby discourage other invigilating staff from handing over subsequent culprit to the men of security. In cases where the panel investigates the incidence and make recommendations, these recommendations are not sincerely followed. This could be the reason for no reliable records of exam malpractice offenders and their punishments in Nigeria universities and yet this crime of exam malpractice is

ubiquitous in Nigerian universities or tertiary institutions generally.

discuss their academic policy with their students at the course, departmental, faculty / college and school levels.

Recommendations

As captured by Emaikwu (2012), provisions should be made for adequate teaching resources, entrenching the inculcation of moral values and instructions, not over emphasizing on paper qualification, intensive guidance and counseling services be established and sustained, all the relevant available laws enacted to forestall exam malpractices be judiciously implemented to make deterrent impression. It is the researcher's point of view that most very important exams be made computer based or well-paid and motivated invigilators in a ratio of one invigilator to thirty-five candidates in a well-spaced sitting arrangement. Universities should strongly prohibit the use of senior students to invigilate the junior ones since these student invigilators are very easily compromised. Periodic orientation of new students, reorientation of all students and workshops be mounted for both students and lecturers on the importance of academic integrity and that, lecturers should take necessary time to

Finally, the researcher suggests that universities be mandated to document all incidences of exams malpractices, listing the names of those involved (whether staff or student), the forms of malpractices and their resultant punishments. This document must be forwarded to the Nigerian Universities Commission (NUC) to be published quarterly or annually and in the national dailies. This approach will certainly checkmate the rising trend, restore academic integrity and reliability of the nation's university graduates. It will also help evaluate the viability of existing policies to know when a review is required.

Conclusions

The current study has reviewed pertinent literatures on exam malpractices which have sufficiently supplied evidences to enable the strong assertion that examination malpractice is domicile in our Nigerian educational system and profound among the universities. The result of the study established that exam malpractice is highest

in public conventional universities, moderate in unconventional or distant learning universities and least among private conventional universities. This doesn't mean that teaching and learning is utmost in the private conventional universities but because the managements' policies on exam malpractices are adhered to in its strictest sense. And to have been able to reduce it significantly, apart from the teaching and learning, students are not allowed to engage in too many social activities that eat up useful study time. The exam halls conditions in private universities are not as porous as it could be in public conventional universities.

In unconventional university like the National Open University of Nigeria (NOUN), examinations for first and second year students are electronic (computer based) and from third year up to the post-graduate levels take hand written (Pen-On-Paper) exams. The use of electronic exams method must have been responsible for the relatively lowered level of exam malpractice. Another factor is that at all study centers students are adequately searched before entering the exam hall by

staff and at times by security personnel. In both private conventional universities and unconventional one(s) where the students' population for each exam is not too many for the staff strength to handle has shown lower prevalence of exam malpractices.

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**EMOTIONAL INTELLIGENCE AND GENDER DIFFERENCE IN TRUANCY
AMONG IN-SCHOOL ADOLESCENTS IN IBADAN, NIGERIA**

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Abstract

Truancy has always been a major challenge to the success of the educational system, a problem that has been especially titanic for most southwestern states in Nigeria, especially Oyo State as high level of truancy has been responsible for high social vices and crime rate among the adolescents and youths. The current study attempts to investigate the role of emotional intelligence and gender in the truancy of in-school adolescents in Ibadan. The research adopted an ex-post facto research design that used multi-stage sampling technique to select 1,215 in-school adolescents from 6 local governments in Ibadan comprising of 638 males and 577 females, with ages between 14 and 19 years. A self-administered structured questionnaire that contained validated scales measuring truancy with the 24 item school refusal assessment scale by Kearney (2002), emotional intelligence with trait emotional intelligence scale–adolescent short form (TEIQue-Asf) by Petrides, Chamorro-Permuzic, Furnham, and Frederickson (2005) and gender was used for data collection. Three hypotheses were stated and tested at .05 level of significance. Emotional intelligence dimensions significantly predicted truancy among secondary school students and accounted for 4.1% of the observed variance ($R^2 = .041$, $F(4,1210) = 12.924$, $p < .01$); only the independent contribution of wellbeing ($\beta = -.168$, $t = -5.887$, $p < .01$) and self-control ($\beta = -.106$, $t = -3.762$, $p < .01$) dimensions of emotional intelligence were significant. Male students ($\bar{X} = 59.50$, $SD = 23.66$) were significantly higher on truancy than female students ($\bar{X} = 55.77$, $SD = 21.51$) ($t(1212) = 2.868$, $p < .01$). *Gender significantly moderated the relationship of wellbeing emotional intelligence with truancy* ($R^2 = .005$; $F(1,1210) =$

6.770, $p? <.01$) and emotionality emotional intelligence with truancy ($R^2? = .006$; $F? (1,1210) = 7.465$, $p? <.01$) but *did not significantly moderate the relationship of self-control emotional intelligence with truancy* ($R^2? = .001$; $F? (1,1210) = 11.780$, $p? >.05$) and *sociability emotional intelligence with truancy* ($R^2? = .000$; $F? (1,1210) = .432$, $p? >.05$). It was concluded that adolescents that possess high rates of emotional intelligence and females are at a lower risk of truancy. It was recommended that interventions on truancy be focused on male adolescents especially those with lower trait emotional intelligence.

Keywords: Truancy, Trait Emotional Intelligence, Gender, Adolescents

Introduction

Formal education in schools is designed with the aim of imparting basic knowledge and skills which are necessary for students to develop their potentials in life, and also a foundation for tertiary education. The design of this system, in secondary schools especially, is built upon consistent attendance in schools as a pre-requisite for completing a designated curriculum of learning which is time-based, and serves as a yard stick for the assessment of performance and promotion. This infers

that irregularity or inconsistency in the attendance of students in classes would truncate the flow of learning and make knowledge imparted rather disjointed and incomplete, a condition that is rather dangerous for the future of our society.

Truancy, an unjustified intentional or habitual act of being absent from school without permission (Van-Pefegem, 1994), remains an issue which has drawn the concern of parents, society and the government as it is the forerunner to many social and discipline problems among students. When students start to play truant, it implies that school has lost its importance and failed to attract students to stay in school. Truanting behavior also indicates the beginning of exposing students to life problems because the unsupervised time of the truants may stimulate students to initiate and commit high risk activities. Truancy is a serious problem because it has served as a gateway to criminal activities. Crime records have revealed that about 80% of adolescents involved in crime are either dropouts or students in school uniform who divert from school to criminal activities (Badru, 2001).

Adolescents who engage in truancy has been said to increase the number of hoodlums in the society. When they refuse to be punctual at school, they end up somewhere else either as thugs, drug addicts, drunkards, armed robbers and other anti-social vices. This is detrimental to the image of the society and could terminate student's aspiration, dreams, and striving. Thus, the negative impact of truancy act has become endemic in the society which calls for urgency for the act(s) to be curb. Truancy is also considered a pressing societal issue that is becoming increasingly prevalent in many schools in the nation.

Truancy has caused a lot of setbacks for children, adolescents and youths in their educational pursuits in Nigeria; a serious issue which hampers the achievement and overall development of learners (Ewhrudjakpor, 2009; Kearney, 2002; Adeyemo, 2008; Animasahun, 2009). Truancy invariably can be seen as a global challenge which needs to be accosted in order to abridge its influence on the society as a whole. Short-term sequelae of truancy include reduced level of academic achievement, family crisis, and problems

with peer relationships. Long-term negative effect may include academic under-performance and employment difficulties.

Aftermath of truancy has not been pleasant neither to the adolescents nor to the society at large. The in-school adolescent who indulge in truancy act usually engage in other illegal activities during a period that they should be pre-occupied with school activities. Such activities they indulge in includes; taking drugs, gambling, robbery, immoral activities, smoking and other anti-social vices. These behaviours enumerated above have been seen to have significant impingement on the society and impairment on the life of the truant adolescents themselves.

Adolescents who are truant have been found to repeat classes repeatedly / intermittently. Repeating of academic classes have made these truants to be failure in their school works, thus the government have to incur additional expenses in tutoring them over and over again in public secondary schools. Most importantly, Reid (2010) and Hodgkinson (1991) have noted that most criminals (70% precisely) have

been found to be truant one time or the other while they were in school.

However, Agnew (2004), among others have argued that particular emotions may be especially conducive to produce certain types of school disobedience and further suggested that research should be undertaken to determine the type of emotional behaviour that will result in antisocial acts. Emotional intelligence has been defined as the ability to perceive and express emotion, assimilate emotion in thought, understand and reason with emotion, and regulate emotion in the self and others (Mayer et al., 2000). A similar definition was given by Bar-On (1997) as “an array of emotional, personal, and social abilities and skills that influence an individual's ability to cope effectively with environmental demands and pressures”.

Research linking truancy and emotional intelligence is rather scarce. However, research has shown that organizing tutorials on emotional intelligence skills in schools, such as high schools and secondary schools is very vital as it can have positive effect on academic performance of adolescent (Elias,

Brume, Blum and Schumber, 1991). Adeoye and Emeka (2008) in their study noted that emotional intelligence trainings had a more significant impact on student academic achievement. Okafor and Amayo (2006) in their study of locus of control, self-concept and emotional intelligence as correlates of academic achievement found that emotional intelligence significantly correlates with improvement in academic achievement of the participants. Self-efficacy which is one of the constructs of emotional intelligence was reported to ultimately determine how an individual behaves, thinks and becomes motivated to be involved with particular roles especially academic performance (Bandura, 1963, 1997). Individuals with inadequate social skills, cognitive skills, emotional problems, low self-concepts, and low self-esteem were reportedly more likely to exhibit problematic absenteeism (Reid, 2005).

Emotional intelligence has been noted to proffer means by which problems are tackled. Higher level of emotional intelligence can be said to be related with different indicators of social adaptation including more altruistic behaviours among

children. It is worthy of note at this juncture that this present study did not focus on the human cognitive ability related emotional intelligence, but on the in-born characteristics of the adolescent that makes him/her emotionally intelligent, a lower order personality.

The finding on gender differences in truancy has rather been inconclusive. Some studies revealed that the relationship between truancy and delinquent behavior tends to be particularly very obvious most especially among males (Kelley, 1992). Brackett, Mayer and Warner (2004) in their own study noted that the male gender who possess reduced emotional intelligence gets involved in potentially dangerous behaviour like abusing drugs as well as exhibiting other health risky behaviour than their female counterparts. Others reports that the number of academic learners in secondary schools admitting truancy was almost equal in both genders (Marjoribanks, 1992; Cairns, Mewlurter, Duffy and Barry, 1990; Smith, 1996). Clowards (1995) also states that the variation that exists in truancy levels of males and females is slight. It is therefore,

apparent that some researchers are in agreement with regard to the truancy levels of male and female learners; though some found that there is no significant difference between male and female truants. However, Kurdek and Sinclair (1988) found that girls play truancy more than boys in their first three years (junior school) in secondary school, while Gesinde (2004) submitted that males at any level of education play truancy more than girls. This inconsistency has formed a basis for inquiry in this study.

To this end, this study seeks to answer the following research questions:

- I. Will the emotional intelligence of in-school adolescents predict the level of truancy?
- ii. Are there gender differences in truancy among in-school adolescents?
- iii. Will gender moderate the influence of emotional intelligence on truancy of in-school adolescents?

Method

Design

This study is a cross-sectional survey and

the ex-post facto design was used for this study to only measure the relationship between the independent variables, emotional intelligence and gender and the dependent variable, truancy.

Setting

The setting of the research was the public senior schools located within these less city areas of Ibadan the capital of Oyo State in Nigeria; the areas include Ona-Ara, Lagelu, Egbeda, Oluyole, Akinyele and Iddo. The choice of this research setting was due to the fact that the state government has embarked on various programmes in clearing the state capital (Ibadan) off truants, which actually have not yielded much positive result. Yet little or none has been done in the suburb of the town. Statistics from the state Ministry of Education also indicate that about 15% of pupil registered in school within these less city areas are marked absent per week. The search light of the government has not been focused on less cities and the pupils are still seen loafing about, getting involved in illicit acts which are detrimental to their lives and the society at large, when they ought to be in school.

Participants

The focus of this study was the in-school adolescents within the selected populace. These are boys and girls within the ages of 14 – 19 years, in the secondary school system. This SSS 1, 2 and 3 classes were chosen to enhance adequate representation and generalization of the result at the end of the study. A total of one thousand two hundred and fifteen participants (n = 1,215) in-school adolescents was selected for this study, out of which six hundred and thirty-eight (638) were boys and the remaining five hundred and seventy-seven (577) were girls to allow for equal representation. The schools were selected within the six local government areas in Ibadan.

Inclusion criteria

- a. Secondary schools within less-city areas around Ibadan.
- b. Less city areas (rural areas which are with the absence of good infrastructure, such as good motorable roads, pipe borne water, electricity and low social economic status of residents).
- c. Local government areas: Akinyele, Iddo, Oluyole, Egbeda, Lagelu and

- Onaara local government areas.
- d. Senior secondary school adolescents between the age bracket of 14 and 19 years old.

Sampling

The multi-stage sampling technique was adopted because different sampling techniques were used at various stages of the study. Purposive sampling technique was used to select Akinyele, Egbeda, Iddo, Lagelu, Ona-Ara and Oluyole local government areas. This was done with the use of the 2006 population census data in identifying less city areas (underdeveloped communities) as the less-city areas. Purposive sampling technique was used to pick six (6) secondary schools in each local government areas which are located within and around Ibadan municipal. Convenience sampling was used to select participants among senior secondary school students in the schools.

Instruments

A structured self-administered questionnaire was administered to the students. It consists of a measure of gender, emotional intelligence and truancy.

Emotional Intelligence: Trait Emotional Intelligence Scale – adolescent short form (TEIQue-Asf) developed by Petrides, Chamorro-Permuzic, Furnham, and Frederickson (2005) was adapted. The scale is a simplified version in terms of wording and syntactic complexity of the adult short form of the TEIQue; it comprises 30 short statements (items). The internal consistency reliability of the scale is usually above .80 and is said never to be below .70 in any study. The scale has been said to be used successfully with children as young as eleven (11) years old. The scale is of a 7-point response format, ranging from Disagree (1) – Agree (7). 26 of the 30 items are assigned to one of the following four subscales: Emotionality (eight items); Sociability (six items); Self-control (six items); Well-being (six items). The four remaining items contribute to only the cumulative TEI score. The higher the score of the respondent indicates agreement with the item and vice-versa. The coefficient alpha the scale in this present study was reported at .87.

Truancy: This was measured by school refusal assessment scale-revised and

developed by Kearney (2002). The scale is a 7 point format scale ranging from “never to always = 6” for positive statement and vice versa. Previous research with the scale has demonstrated adequate psychometric, part of which is one to two weeks test-retest reliability of 0.68. Inter-item reliability coefficient ranged from 0.56 to 0.78 (Kearney, 2002) in their study of school refusal behaviour in ecological context. In this study the scale coefficient reliability was reported at .77. Idowu, Durosaro and Esere (2004) reported an internal consistency (coefficient alpha) of 0.77 for the scale in their study “Efficacy of group counselling interference (positive reinforcement and self-control technique) in remedying truancy among school going adolescents in Ilorin, Nigeria”.

Procedure

In conducting this study, research assistants were employed for the distribution of the questionnaires. The secondary schools selected; Community High School Ejioku and Otun Agbakin, Idi Iya and Aba Alfa Community High School, Eleshin Funfun Community High School and Community

High School Eleshinshonsho assembled the students in the senior classes in the school halls where two hundred and thirty-five (235) were randomly selected in each of the schools and the scales were administered to them. The researcher and the researcher assistants were on ground to guide the participants in filling the scales appropriately. In some of the schools, school assembly halls were used and in some other schools the scales were administered to participants in their classrooms, after which the data collected through the scales were analyzed appropriately.

Statistical Analysis

Using the Statistical Package for Social Science (SPSS) software 21.0 version, data collected in the study were analyzed. Both descriptive and inferential statistics were used in the analysis of the data collected. Specifically, Pearson product moment correlation, multiple regression analysis, t test for independent samples and hierarchical multiple regression were used for hypotheses testing at .05 level of significance.

Results

Table 1: Correlation Matrix Showing Relationship between the Dependent Variable and Independent Variables of the Study

S/N	Variable	1	2	3	4	5	6	7
1	Truancy	-						
2	Emotional Intelligence (EI)	-.146**	-					
3	Wellbeing EI	-.170**	.662**	-				
4	Self-Control EI	-.111**	.406**	.017	-			
5	Emotionality EI	-.032	.492*	.163**	.051	-		
6	Sociability EI	-.033	.488*	.023	.091**	.057*	-	
7	Gender	-.082*	.084*	.085**	.002	.083**	.021	-

Result from table 4.1 reveals that truancy has a significant inverse relationship with emotional intelligence - EI ($r=-.146$, $p<.01$). This infers that rate of student truancy decreases with increase in students' emotional intelligence.

A further look at the dimensions of emotional intelligence reveals that truancy is significantly inversely correlated with wellbeing ($r=-.170$, $p<.01$) and self-control ($r=-.111$, $p<.01$) dimensions of emotional intelligence. This infers that truancy decreases when students wellbeing and self-control aspects of emotional

intelligence increases. However, there was no significant relationship of truancy with both the emotionality ($r=-.032$, $p>.05$) and sociability ($r=-.033$, $p>.05$) dimensions of Emotional intelligence.

Also, truancy showed a significant inverse relationship with gender ($r=-.082$, $p<.05$). Since gender is a dummy variable in this study, such that the females were accorded a higher score than males, this would infer that truancy tends significantly towards the male gender than it does towards the female gender.

Table 2: Summary of Multiple Regression showing influence of Emotional Intelligence dimensions on Truancy

	Variables	β	T	P	R	R ²	F	P
Truancy	Wellbeing EI	-.168	-5.887	<.01	.202	.041	12.924	<.01
	Self-Control EI	-.106	-3.762	<.01				
	Emotionality EI	.002	.053	>.05				
	Sociability EI	-.019	-.680	>.05				

Results from table 2 revealed that emotional intelligence dimensions significantly predicted truancy among secondary school students ($R^2 = .041$, $F(4,1210) = 12.924$, $p < .01$). This infers that emotional intelligence accounts for only 4.1 % of variance observed in the truancy of

secondary school students. It was further revealed that only the independent contribution of wellbeing ($\beta = -.168$, $t = -5.887$, $p < .01$) and self-control ($\beta = -.106$, $t = -3.762$, $p < .01$) dimensions of emotional intelligence were significant in the model.

Table 3: T-Test Showing Gender differences in Truancy

	Gender	N	SD	Df	T	P
Truancy	Male	638	59.50	23.66	1212	2.868
	Female	576	55.77	21.51		

Results from table 3 reveals that there is a significant difference in the truancy of male and female students ($t(1212) = 2.868$,

$p < .01$), such that males ($\bar{X} = 59.50$, $SD = 23.66$) present to be higher on truancy than females ($\bar{X} = 55.77$, $SD = 21.51$).

Table 4: Summary of Moderated Multiple Regression Analysis Showing Moderating Role of Gender in the Relationship between Wellbeing Emotional Intelligence and Truancy.

Predictors	Model 1 Step 1			Model 2 Step 2		
	Beta	t	Sig	Beta	t	Sig
Wellbeing EI	-.165	-5.802	<.01	-.073	-1.615	>.05
Gender	-.068	-2.401	<.05	.041	.815	>.05
Wellbeing EI*Gender				-.166	-2.602	<.01
R		.183			.197	
R ²		.034			.039	
ΔR ²		.034			.005	
F		21.055**			16.360**	
ΔF		21.055**			6.770**	

Results in Table 4 revealed that in the first step of the regression analysis (model 1), wellbeing dimension of emotional intelligence and gender jointly accounted for 3.4% variance in truancy [$R^2 = .034$, $F(2, 1211) = 21.055$, $P < .01$]. Both the independent contribution of wellbeing emotional intelligence and gender were significant [$(\beta = -.165, t = -5.802; p < .01)$ and $(\beta = -.068, t = -2.401; p < .05)$ respectively].

Model 2 is a test of moderation; when the interaction term was introduced results

from model 2 revealed that gender significantly moderated the relationship between wellbeing emotional intelligence and truancy ($R^2 = .005$; $F(1, 1210) = 6.770, p < .01$).

In order to determine the direction of the interaction, a table containing conditional effects of wellbeing emotional intelligence on truancy at two levels of gender using the mean scores of the interaction was presented on table 5.

Table 5: Descriptive table showing the mean scores on Truancy based on interaction between combat exposure and coping self-efficacy.

Wellbeing Emotional Intelligence	Gender	Mean
Low	MALE	63.0620
	FEMALE	59.5954
High	MALE	54.0120
	FEMALE	51.4853

As shown in Table 5, truancy tends to be highest when wellbeing emotional intelligence is low. However, truancy is higher among males both when wellbeing emotional intelligence is low ($\bar{X}= 63.06$) and high ($\bar{X}=54.12$), but lower among females both when wellbeing emotional intelligence is low ($\bar{X}=59.60$) and high ($\bar{X}= 51.49$). Hence, the gender of adolescents moderates the influence of wellbeing emotional intelligence on truancy.

Table 6: Summary of Moderated Multiple Regression Analysis Showing Moderating Role of Gender in the Relationship between Self-Control Emotional Intelligence and Truancy.

Predictors	Model 1 Step1			Model2 Step 2		
	Beta	t	Sig	Beta	t	Sig
Self-Control EI	-.111	-3.904	<.01	-.140	-3.342	<.01
Gender	-.082	-2.876	<.01	-.119	-2.425	<.05
Self-Control EI*Gender				.054	.933	>.05
R		.138			.141	
R ²		.019			.020	
ΔR ²		.019			.001	
F		11.780**			8.142**	
ΔF		11.780**			.870	

Results in Table 6 revealed that in the first step of the regression analysis (model 1), self-control dimension of emotional intelligence and gender jointly accounted for 1.9% variance in truancy [$R^2 = .019$, $F(2, 1211) = 11.780$, $P < .01$]. Both the independent contribution of self-control emotional intelligence and gender were significant [$(\beta = -.111, t = -3.904; p < .01)$ and $(\beta = -.082, t = -2.876; p < .01)$ respectively].

Model 2 is a test of moderation; when the interaction term was introduced, results in model 2 revealed that gender did not significantly moderate the relationship between self-control emotional intelligence and truancy ($R^2 = .001$; $F(1,1210) = 11.780, p > .05$).

Table 7: Summary of Moderated Multiple Regression Analysis Showing Moderating Role of Gender in the Relationship between Emotionality Emotional Intelligence and Truancy.

Predictors	Model 1 Step 1			Model 2 Step 2		
	Beta	t	Sig	Beta	t	Sig
Emotionality EI	-.026	-.904	>.05	-.110	-2.614	<.01
Gender	-.080	-2.783	<.01	-.185	-3.858	<.01
Emotionality EI*Gender				.160	2.732	<.01
R		.086			.116	
R ²		.007			.013	
ΔR ²		.007			.006	
F		4.520*			5.518**	
ΔF		4.520*			7.465**	

Results in Table 7 revealed that in the first step of the regression analysis (model 1), emotionality dimension of emotional intelligence and gender jointly accounted for 0.7% variance in truancy [$R^2 = .007$, $F(2,1211)=4.520$, $P<.05$]. Only the independent contribution of gender was significant ($\beta = -.080, t = -2.783; p < .01$).

Model 2 is a test of moderation; when the interaction term was introduced, results revealed that gender significantly

moderated the relationship between emotionality emotional intelligence and truancy ($R^2 = .006$; $F(1,1210) = 7.465, p < .01$).

In order to determine the direction of the interaction, a table containing conditional effects of emotionality emotional intelligence on truancy at two levels of gender using the mean scores of the interaction was presented on table 8.

Table 8: Descriptive table showing the mean scores on Truancy based on interaction between Emotionality Emotional Intelligence and gender.

Emotionality Emotional Intelligence	Gender	Mean
Low	MALE	59.2021
	FEMALE	54.7685
High	MALE	59.9455
	FEMALE	56.9358

As shown in Table 8, truancy is higher among males both when emotionality emotional intelligence is low ($\bar{X}=59.20$) and high ($\bar{X}=59.95$), but lower among females both when wellbeing emotional intelligence is low ($\bar{X}=54.77$) and high ($\bar{X}=56.94$). Hence, the gender of adolescents moderates the influence of emotionality emotional intelligence on truancy.

Table 9: Summary of Moderated Multiple Regression Analysis Showing Moderating Role of Gender in the Relationship between Sociability Emotional Intelligence and Truancy.

Predictors	Model 1			Model2		
	Beta	T	Sig	Beta	T	Sig
Sociability EI	-.031	-1.076	>.05	-.055	-1.177	>.05
Gender	-.081	-2.844	<.01	-.110	-2.112	<.05
Sociability EI*Gender				.042	.657	>.05
R		.088			.090	
R ²		.008			.008	
ΔR ²		.008			.000	
F		4.692**			3.270*	
ΔF		4.692**			.432	

Results in Table 9 revealed that in the first step of the regression analysis (model 1), sociability dimension of emotional intelligence and gender jointly accounted for 0.8% variance in truancy [$R^2=.008$, $F(2, 1211) = 4.692$, $P<.01$]. Only the independent contribution of gender was significant ($\beta=-.081$, $t=-2.844$; $p<.01$). **Model 2 is a test of moderation;** when the interaction term was introduced, results in model 2 revealed that gender did not significantly moderate the relationship between sociability emotional intelligence

and truancy ($R^2\Delta = .000$; $F\Delta (1,1210) = .432, p\Delta > .05$).

Discussion and Conclusion

This study was set out to identify the role of gender and trait emotional intelligence dimensions in the truancy reported among secondary school students in Ibadan. From the findings of this study, it was made evident that rate of student truancy decreases with increase in students' trait emotional intelligence. This underlines the importance of trait emotional intelligence in the tendency of a student to become truant in secondary school. A further look at the dimensions of emotional intelligence revealed that truancy decreases when students wellbeing and self-control dimensions of trait emotional intelligence increases. But there was no significant relationship of truancy with both the emotionality and sociability dimensions of trait emotional intelligence.

It was also clearly revealed that emotional intelligence significantly predicted truancy among secondary school students, accounting for 4.1 % of variance observed in the truancy of secondary school students;

it was only the independent contribution of wellbeing and self-control dimensions of emotional intelligence that were significant. These results align with that of Petrides, Frederickson and Furnham (2004) which showed that adolescents with poor social and emotional skills are more likely to feel withdrawn and excluded, which increases their likelihood of behaving in such unconventional ways. It could rather be inferred from these findings that possessing the emotional intelligence trait would serve as a buffer for the adolescent from becoming truant. This would leave the truancy tendency among adolescents prominent among those who do not possess the trait emotional intelligence, which signals them as the vulnerable population that should be given more attention.

It is however worthy of note that wellbeing and self-control dimensions of trait emotional intelligence are more correlated and has a better predictive prowess of adolescent truancy than other dimensions. Since the wellbeing dimension consists of trait happiness, trait optimism and self-esteem, this would infer that happy adolescents, optimistic adolescents and

adolescents with a good self-esteem and at a lower risk of becoming truant even in the presence several risk factors. Also, possessing the self-control dimension consisting of emotional regulation, impulsiveness and stress management reduces the tendency of becoming truant in secondary school.

A significant difference in the truancy of male and female students was also revealed, such that males were higher on truancy than females. Also, truancy tends significantly towards the male gender than it does towards the female gender. This is concurrent with the stance of Kelley (1992) and Clowards (1995). A study carried out in South West Nigeria by Gesinde (2004) also submitted that males at any level of education play truancy more than females. Further, gender was found to significantly moderate the relationship of self-control emotional intelligence with truancy and sociability emotional intelligence with truancy. In both moderations, the direction of influence still tended towards the male gender. It connotes that while increase in happiness, optimism and self-esteem (wellbeing dimension) as well as emotional

regulation, impulsiveness and stress management seem to predict a reduced rate of adolescent truancy, being female co-joined in reducing such likelihood in secondary school students while being male comorbid an increased vulnerability for males students. This view point is consistent with the conclusions of Kelley (1992) revealed that the relationship between truancy and delinquent behavior tends to be particularly very obvious most especially among males. Hence, even while possessing a high level of trait emotional intelligence, male adolescents are at an increased risk of becoming truant while female adolescents are at a lower risk of becoming truant.

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GENDER DIFFERENCES IN THE MENTAL HEALTH CONDITION OF INTERNALLY DISPLACED PERSONS AND CONTROLS

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Abstract

Since 2000, more than 250,000 people who used to reside in the border communities between Cross River and Akwa Ibom states have been displaced and now reside in Central Calabar, with the possibility of many presenting with mental health challenges due to trauma experienced during the communal conflicts and the sudden relocation to an unfamiliar territory. The mental health status of these internally displaced persons (IDPs) in most settings in Nigeria, especially the IDP Camp in Calabar, has not been empirically documented, making psychological ameliorative intervention impossible. Using a standardized battery of tests, this study assessed the gender differences in the mental health status 100 IDPs and 100 Controls from the Ikot Offiong resettlement camp in Cross River state. Using t- independent analysis, results indicated that the IDPs had significantly lower scores than the Controls on Somatisation, Interpersonal sensitivity, Depression, Anxiety, Hostility, Phobic Anxiety, Paranoid Ideation, Psychoticism, Neuroticism, and Denial of problems. Female IDPs differed significantly from male IDPs in only Death Anxiety, while the female Controls had significantly higher scores than female IDPs in 10 domains of mental health but male IDPs significantly deferred from male Controls in 4 domains. The discussions of the results centered around possible use of the denial defense mechanism which accounted for the IDPs having relatively lower scores on Denial than non IDPs. The study emphasized the need for individual/group psychotherapy to ameliorate the mental health of the IDPS.

Keywords: Internally displaced persons, mental health, gender

Introduction

Until recently, there has not been a direct response from the United Nations on the issues of internal displacement. A colony of displaced persons is growing in leaps and bound all over the African continent being produced by similar conditions that give rise to refugees globally. The internally displaced persons (IDPs) have remained in their country of origin not crossing any international border unlike the refugees. However the government under whose leadership they remain may have also been responsible for their predicament (Internal Displacement Monitoring Center: IDMC, 2012), a position earlier confirmed by Kampala Declarations on IDPs (Lawrence, Anastasi & Lawsy, 2007). The Kampala convention was the first major framework in addressing and preventing the humanitarian crises of IDP on the African continent and the year 2009 was a milestone in this regard.

As at 2011, it was revealed that about 24.6 million IDPs exist around the world. On further examination of this figure, the United Nations Refugee Agency (UNHCR) declared that 14.9 million exist

in Africa and Asia (UNHCR, 2012), largely due to wars and natural disasters (IDMC, 2012). This condition seem not to be abating as further reports released by IDMC (2017) indicates that more than 31 million people are displaced in their own country.

In Africa, specifically Nigeria, the recurring crises in the North East and the perennial flooding and other forms of disasters, have created a large numbers of IDPs. In the course of the crises which produce IDPs properties are looted and destroyed while the displaced persons move on in some instances to take refuge in schools or makeshift centers or public buildings within their neighboring communities since they have been deprived of their homes and, sometimes, their land and livelihoods (Alhassan, 2011). Further, IDPs in Nigeria face all manner of discomfort and insecurity including exploitation. In most cases their camp appears to be congested and inhospitable. It is also observed that IDPs are separated from their families with their needs largely unmet because in some instances the humanitarian responses are poorly coordinated.

The issue of displacement has placed the society at a huge risk of mental illness. Many displaced persons develop very low capacity to cope or adjust to their environments with little or no interest in skills acquisition. The conditions that brought about displacement and the IDPs experiences in course of this movement create some psychological disablement which affects their mental health, such imbalances may be occasioned by feelings of fear, terror, anguish and uncertainty over survival. The emotional state of IDPs may have also been worsened by their traumatic experiences (Cohen & Francis, 1998).

Brody (1994) defines mental health broadly as an individual's optimal functioning, well-being and capacity to adapt to the socio-cultural context. As a result of the many experiences of IDPs, which seem to affect their lives, it is doubted if most IDPs can meet the state of mental health as defined by Brody. In a similar vein, WHO (2014) defines mental health as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to

make a contribution to his or her community.

Many displaced persons are at high risk for mental health problems as a direct result of their experiences due to, among other factors, a shattered illusion of safety and a penetrating awareness of vulnerability, leaving behind all that is familiar and starting a new life in an environment with a different language and culture. Several studies have been conducted on the impact of being an IDP on the mental health of individuals. Schmidt, Kravic and Ehlert (2008) in a comparative study of adjustment to trauma in refugee, displaced and non-displaced Bosnian women, assessed respondents on PTSD and self-concept. Data was collected from 29 Bosnian women, 26 women who have been internally displaced and non-displaced women. The Bosman Trauma Questionnaire and four scales assessing self-esteem, perceived incompetence, externality of control attribution, and persistence were used in data collection. The IDPs scored significantly higher on PTSD symptoms, externality of control attribution and perceived incompetence,

they were lower on self-esteem than the other women. PTSD, and symptom severity were most strongly predicted by level of education, with displacement types and exposure to violence during the war. In the study an inconsistency was noted in the interaction of self-concept with displacement and psychopathology, while displacement type predicted control attribution, but not other aspect of self-concept and PTSD symptoms being partly related to perceived incompetence and self-esteem.

Taiwo, Mohammed, Agunbiade, Ike, Ebiti and Adekeye (2011), using a cross-sectional systematic sampling method assessed psychiatric morbidity among IDPs (n = 258) after the post-election crisis in Kaduna state, Nigeria, found that 59.7% of the IDPs had probable depression and 42(16.3%) had definite depression. Fox (2000), using the Harvard Trauma Questionnaire to assess experiences of trauma, torture and their psychiatric implications among a sample of 55 Sierra Leonine refugees. Findings indicated that more than 90% of the respondents reported experiencing forced separation from family, being close to their

own death and witnessing the murder of family members and friends. 50% met the criteria for PTSD and four-fifth (4/5) had appreciable scores well above the cut-off for anxiety and depression (Fox & Tang, 2000).

The Punch Newspaper observed that, since 2000, more than 250,000 1kot Offiong indigenes of Cross Rivers people who reside at the borders between Cross River and Akwa Ibom states have been displaced and now to reside in Central Calabar, with many of them suffering from major psychiatric disorders such as post-traumatic stress disorder (PTSD) as a result of trauma experienced during the communal conflicts (Punch, 2012). The mental health status of these IDPs as well as gender differences in their mental health status have not been empirically documented. The aim of this study, therefore, is to comparatively assess the mental health status of IDPs and non-IDPs in Calabar as well as to explore possible gender differences in mental health of the two groups. We, therefore, hypothesized that non-IDP participants would fare significantly better the IDPs on all measures of mental health and that there

would be significant gender difference across the domains.

Method

Setting / Participants

The IDPs camp used in the study is located in Calabar, Cross Rivers state, Nigeria. The camp is made up of people of Ikot Offiong descent naturally located close to the Odukpani people residing at the border communities between Akwa Ibom and Cross River states. The camp was originally a housing project of Cross River state that was abandoned, and later restructured to accommodate the IDPs. In addition to accommodating the IDPs, the Camp has offices, make-shift health center, and structures having semblance of a market and a sport arena. The camp appears dilapidated, with the environment having a general picture of a slum. Purposive sampling technique was used to select 200 participants for the study (100 IDPs and 100 non-IDPs made up of 50 males and 50 females in the respective groups). Participants' ages ranged from 18 to 68 years.

Measures

Three major psychiatric/psychological instruments were administered for data collection in course of this study. The instruments include: Symptom Distress Checklist 90 (Sch-90); Illness Behaviour Questionnaire (IBQ); Death Anxiety Scale (DAS).

Symptom Distress Checklist (SCL-90) is a 90-item inventory. It was developed by Derogatis, Lipman and Covi to assess 10 primary domains of symptoms associated with distress among psychiatric out patients and with the experience of anguish arising from the problem of living among people in general population.

The ten (10) domains are categorized as follows:

- a. Somatisation – body pain, discomfort and dysfunction.
- b. Obsessive – compulsive – irresistible, thoughts, impulses and actions.
- c. Interpersonal Sensitivity – discomfort in social situations.
- d. Depression – loss of vital energy, interest and motivation.
- e. Anxiety – restlessness, nervousness

- and tension.
- f. Hostility – feelings of anger, hatred, repression and unfriendliness.
 - g. Phobic anxiety – irrational fear and avoidance of objects, places and situation.
 - h. Paranoid ideation – suspiciousness, distrustfulness and blaming others.
 - I. Psychoticism – hallucinations, delusions and externally manipulated thoughts.
 - j. Neuroticism – poor sleep and appetite, feelings of unwellness.

The alpha internal consistency reliability coefficients of the inventory ranged from .77 (psychoticism) to .90 (depression), and the test-retest reliability coefficient ranged from .78 (hostility) to .90 (phobic anxiety) in a psychiatric population. In establishing a construct validity of the instrument, a retirement stress inventory as developed by Omoluabi (1996) was used for this comparison which yielded a significant coefficient, with subscales of SCL-90 ranging from 26 (Hostility) and 47 for neuroticism. The SCL-90 has been revalidated in Nigeria and has been used extensively by researchers in Nigeria

(Erinoso, 1996, Onigbaiye, 1996).

The illness Behaviour Questionnaire (IBQ) was developed by Pilowsky and Spence (1983) with as an instrument to assess Self-perceived manifestations of physical and mental illness; Somatisation disorder (Scales A & D); Hypochondriasis (Scale C) and Conversion disorder (Scale H). The instrument has a 62-item inventory designed to measure those dimensions of attitude, belief and behaviour that an individual displays to the self and others when ill. The various dimensions of the scale are as follows:

- a. Disease conviction – There is a preoccupation with one's bodily function arising from a strong conviction that one's body is diseased.
- b. Irritability – Poor interpersonal relationship as a result of anger and visible intolerant reactions to other persons.
- c. General hypochondriasis – Excessive concern over one's health and the fear of picking up disease.
- d. Psychological versus somatic perception of illness – Attributing the

- cause of illness to either psychological factors or external factors.
- e. Affective inhibition – Inability to discuss feelings and worries concerning illness with others.
 - f. Denial of problems – Being unable to accept the psychological problems associated with illness.
 - g. General illness reaction – Reactions arising from the perception of oneself and others during illness.

The instrument was normed using the mean scores obtained by healthy adult Nigerians (Nworah, 1999). Pilowsky and Spence (1983) reported a 12 week test-retest reliability coefficient for the IBQ scale ranging from 67 – 85, while Adebakin (1990) reported a reliability coefficient ranging from 02 to 28 using a 3 week test retest.

The Death Anxiety Scale (DAS) was developed by Templar (1970) to measure death anxiety as a clinical condition. It has a 15-item inventory designed to measure the concern of persons relating to fear, apprehensions, and foreboding, as they

relate to dying. The norming was achieved by the mean scores obtained by the groups and gender. Templar (1970) reported the following reliability coefficient: KR – 20 internal consistency = .76; 3 week test-retest = .83; Adebakin's (1990) 3 week test-retest = .15, a convergent validity coefficient of .74 and .45 were obtained by Templar (1970) and Adebakin (1990) respectively when DAS was correlated with Fear of Perusal Death Scale (FPDS: Florian & Kravetz, 1983). The DAS scale has been revalidated for use among Nigerian populations (Adebakin, 1990; Erinoso 1996; Uzosike, 1998).

Procedure

The three instruments SCL -90, IBQ and DAS were collectively administered to each patient after establishing adequate rapport with them. The administration for the IDPs took place at the Ikot Offiong resettlement camp in Calabar, Cross River State, Nigeria while that of the non-IDPs took the neighbouring communities. The participants were encouraged to complete the instruments by reading the instructions on each of the test forms. The test forms were completed at the respondent's own

pace as no time limit was observed. The tests were scored according to the instructions in the manual of each test.

Results

This section contains the outcome of the variables studied in the process of testing the various postulations. The results are

presented in two major sections. The first section reported the use of descriptive statistics (mean and standard deviation) in analyzing the data collected while the second section presents the analysis of the data collected using inferential statistics, the students t-test (independent).

Table 1: Mean and Standard Deviation Analysis

Measures	Male IDPs N = 50		Male Non IDPs N = 50		Female IDPs N = 50		Female Non IDPs N = 50		Male IDPs N = 50		Female Non IDPs N = 50		ALL IDPs Group N = 100		All Non IDPs Group N = 100	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
A	11.82	8.79	11.64	8.90	11.64	8.90	21.22	14.23	11.82	8.79	11.64	8.90	11.73	8.80	19.69	13.55
B	10.02	7.08	11.92	8.54	11.92	8.54	17.44	9.75	10.02	7.08	11.92	8.54	10.97	7.87	16.50	9.58
C	39.74	198.41	12.36	7.10	12.36	7.10	14.82	8.10	39.74	198.41	12.36	7.10	26.05	140.38	13.39	7.10
D	14.52	8.92	16.76	9.29	16.76	9.29	19.90	14.47	14.52	8.92	16.76	9.29	15.64	9.13	18.24	10.52
E	8.96	6.98	7.82	7.19	7.82	7.19	17.96	11.89	8.96	6.98	7.82	7.19	8.39	7.07	15.49	11.19
F	5.94	5.60	6.36	6.10	6.36	6.10	9.82	6.83	5.94	5.60	6.36	6.10	6.15	5.83	8.54	6.64
G	6.14	6.69	6.62	4.54	6.62	4.54	10.92	8.42	6.14	6.69	6.62	4.54	6.38	5.69	8.97	7.67
H	9.08	5.45	7.70	5.43	7.70	5.43	11.92	5.11	9.08	5.45	7.70	5.43	8.39	5.48	10.79	5.16
I	9.88	7.45	11.38	9.22	11.38	9.22	17.20	11.10	9.88	7.45	11.38	9.22	10.63	8.37	14.89	10.97
J	8.22	5.95	8.56	6.56	8.56	6.56	11.68	7.45	8.22	5.95	8.56	6.56	8.39	6.22	10.31	6.73
IBQ																
A	.74	.88	.65	.76	.65	.76	.80	.70	.74	.88	.56	.76	.65	.92	.75	.75
B	2.02	1.37	2.00	1.39	2.00	1.39	1.84	1.04	2.02	1.37	2.00	1.39	.56	1.36	1.91	1.16
C	3.83	1.81	3.82	2.15	3.82	2.15	3.94	2.27	3.83	1.81	3.82	2.15	3.82	1.96	3.87	2.13
D	2.28	1.09	2.20	.93	2.20	.93	2.42	1.28	2.28	1.09	2.20	.93	2.24	1.01	2.35	1.15
E	1.62	1.61	1.62	1.63	1.62	1.63	1.86	1.33	1.62	1.61	1.62	1.63	1.62	1.61	1.91	1.35
F	2.54	1.33	2.63	1.21	2.63	1.21	2.36	1.27	2.54	1.33	2.62	1.21	2.58	2.58	1.26	1.38
G	2.16	1.35	1.94	1.24	1.94	1.24	2.48	1.58	2.16	1.35	1.94	1.24	1.29	2.05	2.51	1.53
H	9.68	3.07	9.00	3.38	9.00	3.38	10.26	3.21	9.68	3.07	9.00	3.38	3.23	9.34	10.9	3.48
DAS	6.38	2.61	7.22	2.23	7.22	2.23	6.54	2.10	6.38	2.61	7.22	2.23	2.45	6.80	7.00	2.27

From the table 1, result indicated that male IDPs significantly deferred from male non – IDPs in only SCL -90: A, B and E and Death Anxiety. Female non – IDPs had significantly higher scores in 10 of the 19 domains which are SCL – 90: A, B, E, F, G, H, I, J IBQ: G and H. It was also found that female non – IDPs reported significantly higher on measures of general psychopathology (SCL – 90), IBQ and DAS than female IDPs. Result also indicated that

female IDPs differed significantly from the male IDPs in only Death Anxiety. Result further shows that all IDPs had significantly lower scores than the all non – IDPs in ten (10) of the 19 measures.

Mean scores of the female non IDPs group are generally higher than those of other groups most of the domains (except 6 which are SCL – 90: C, IBQ: B, E, F, G and DAS). The male non-IDPs have the highest mean

scores in the following 8 measures, SCL – 90: A, B, E, F, G, H, I and J.

To establish if the observed differences between the groups are statistically significant, t-test (independent) was used to

compare the mean scores of (a) male IDPs and male non-IDPs (b) female non IDPs and female IDPs, (c) male IDPs and female IDPs; and (d) All IDPs group and all non-IDPs group. The results are presented below:

Table 2: Summary of t-test Comparison of the 6 Groups on the 19 measures

Measures	Male IDPs N=50	Female IDPs N = 50	Male non IDPs N=50	Female non IDPs N=50	All IDPs N=100	All non IDPs N=100
SCL 90 A – J			A – 2.87* B – 3.32* E – 2.36*	A – 4.04* B – 3.01* E – 5.16* F – 2.67* G – 3.18* H – 3.99* I – 2.72* J – 2.22*		A – 4.91* B – 4.46* D – 1.87* E – 5.37* F – 2.71* G – 2.71* H – 3.19* I – 3.09* J – 2.10*
IBQ A - H						G – 2.30*
DAS		1.73*	2.18*			

Note:

* Significant
df = 48
critical t = 1.68
P <0.05

* Significant
df = 98
critical t = 1.66
P <0.05

Based on the analyses, male non – IDPs demonstrated higher levels of psychopathology in four measures (SCL-90): A, B, E and DAS; female non-IDPs reported more psychiatric/psychological difficulties relative to female IDPs but female IDPs reported higher on the measure

of death anxiety; the IDPs relative to non-IDPs reported lower on the measures of psychopathology.

Discussion And Conclusions

We found similarity in mental health status of both IDPs and non-IDPs across gender, a

finding we consider to be a reminder to people in the normal population who erroneously believe that psychological or psychiatric difficulties are limited to special populations or psychiatric populations only. The finding that female non IDPs reported higher presence of psychopathologies confirms our postulation, pointing to the fact that female IDPs experience more psychopathological tendencies than male IDPs. The work of Taiwo et al (2011) succinctly documented this tendency. According to Taiwo et al (2011), a combination of factors ranging from the changing roles of women in the normal society as well as the bastardization of deprivation in social norms serves to worsen the mental state of the female non IDPs to whom denial of problems may not really be an answer to their “unhealthy” traumatic experiences. The above findings also agree with the work of Lawrence et al., (2007) who reported that for the general United State population of non-displaced persons, women are more likely to experience stress and depression. The finding which demonstrated the presence of elevated level of death anxiety in female IDPs is consistent with and lends credence

to Taiwo et al's (2011) position that the female IDPs are more overwhelmed by the debilitating nature of their existence as IDPs, hence the thought of death remains a recurring decimal in their lives.

Unexpectedly, we found that IDPs, relative to non-IDPs reported lower on many of the domains of psychopathology. The use of defense mechanism may have been a key factor in the finding, where denial of problems appears paramount on the part of the IDPs in spite of their overwhelming and uncongenial living conditions. Many IDPs are faced with a vast amount of novel information about their host communities where they really have never been to, until the point of seeking refuge or relocation or might never have wanted to be. It is also plausible that the community where the IDP Camp is situated (and where the non-IDP participants were drawn from) feel invaded, with resultant effect of the depletion of their resources coupled with other unfavourable socio-economic factors such as unemployment and poor living conditions.

The present study represents an attempt at empirically assessing the relative mental

health status of the internally displaced persons (IDPs). Based on findings indicating elevated scores on mental health issues across all domains examined among IDPs and non-IDPs, we conclude that mental health issue is a problem among the IDPs and people in the neighbouring communities as well as the general population. We also conclude that IDPs did not fare worse than the normal Controls on most domains of mental health. We also did not find a significant gender difference in mental health status of participants, except on death anxiety where females reported significantly elevated scores. These findings lend credence to the ubiquitous nature of mental health and the need for mental health focus to be all-encompassing rather than limiting it to an issue of concern among special populations alone.

In attempting to improve the mental health of IDPs, Governments and non-governmental organizations (NGOs) should formulate plans that will assist in the total rehabilitation of the IDPs while opportunities should be created for their resettlement as this will not only give them a sense of belonging but also restore their

mental balance. Qualified and competent psychologists and psychotherapists should be employed in IDP camps with the aim of using evidence-based and validated procedures to alleviate psychological morbidity and improve mental health of IDPs and people in the host communities. Given the array of psychological, social, economic and physical stressors that IDPs are daily bombarded with, the need for regular individual and group psychotherapy in IDP camps cannot be overemphasized. It is also obvious that the normal population is immune to mental health issues. Therefore, we recommend that non-IDPs and people in the general population should seek and access psychological services.

The battery of psychological tests administered to participants was considered very lengthy, discouraging many potential participants to decline participation. Being a cross-sectional survey, manipulation and control of variables and study setting was not possible, making it plausible that the findings, probably, might have been different had the study utilized an experimental approach. Nevertheless, we are convinced that these

limitations are not sufficiently potent to be capable of vitiating the findings of the study and (or) the conclusions drawn therefrom.

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THE IMPACT OF YOUTH UNEMPLOYMENT ON SOCIO- ECONOMIC DEVELOPMENT IN BENUE STATE

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Abstract

This study examined the phenomenon of youth unemployment, its prevalence and form, causes and effects on socio economic development in Benue State. Cross sectional study design was used while youths and adults constituted population of the study. Data were collected using questionnaire and key informant interviews. Structural and frictional youth unemployment was dominant among the people. The findings show that, the causes of youth unemployment in the study area include inability of government to effectively implement youth empowerment programmes, corruption by government officials and overpopulation. Others include improper socialization, decaying moral values, rapid urbanization, ignorance, lack of entrepreneurship skills, lack of industrialization, outdated school curriculum, untimely business policies and poor economic growth in the country. The effects of youth unemployment on socio economic development were found to include consistent violence, armed robbery, insecurity, political thuggery, prostitution, militancy, vandalism. Others include proliferation of arms, drug abuse, political instability, stress, frustration, depression, hostility, abduction, murder and election rigging which have collectively adversely affected socio economic development in Benue State. It recommended for technical, vocational and entrepreneurship education and effective economic policies to tackle the problem of youth unemployment in the area.

Keywords: Youth Unemployment, Socio-Economic development, Benue State

Introduction

One of the greatest challenges facing the Nigeria economy is unemployment which has maintained a rising trend over the years. The total labour force in Nigeria is made up of all persons aged 15-64 years excluding students, home keepers, retired persons and stay-at-home to work or not interested (Danjo and Ali 2014). Unemployed refers to people who are willing and are capable of working but are unable to find suitable paid employment. Unemployment occurs when people are without jobs and they have actively sought for job within the past four weeks (Njoku and Okezie 2011). Fajana (2000) refers to it as a situation where people who are willing and capable of working are unable to find suitable paid employment. It is one of the macro-economic problems which every responsible government is expected to monitor and regulate. The higher the unemployment rate in an economy the higher would be the poverty level and associated welfare challenges. Unemployment is one of the developmental problems that face every developing economy in the 21st century, and Nigeria is not exempted. Its impact is felt more by the

youths, leading to youth unemployment. According to Uddin and Uddin (2013), youth unemployment, therefore, could be described as the conglomerate of youths with diverse background, willing and able to work, but cannot find any; or cannot find the type of job that they are trained to do, and which they will be proud to do as their area of expertise.

In Nigeria, the problem of chronic youth unemployment is very evident in Nigeria. Every year thousands of graduates are turn out for whom there are no jobs. Nigerian streets are littered with youth hawkers and bike riders who ordinarily would have found gained employment in some enterprises; or would have demonstrated their skills and resourcefulness if there are enabling environments and reliable management structures on ground (Uddin and Uddin, 2013). Instead, the youths have now shifted their attention to Cybercrime popularly known as '419'. According to Salami (2011) this is the wrong use of technological innovation, which ordinarily should have been channeled towards technological advancement as witnessed in U.S., Canada, United Kingdom and China-

the emerging world's production and economic power. The large number of youths who are unemployed is capable of undermining democratic practice as they constitute a serious threat if engaged by the political class for clandestine activities (Dike 2009).

A high level of un- and underemployment is one of the critical socio-economic problems facing Nigeria. While the labour force grows, with an increasing proportion of youth, employment growth is inadequate to absorb labour market entrants. As a result, youth are especially affected by unemployment. The inadequate employment situation of youth has a number of socio-economic, political and moral consequences. A study by Uddin and Uddin (2013) on causes, effects and solutions to youth unemployment problems in Nigeria stressed the adverse effects of youth unemployment on socio economic development. The effects were identified to include inequality of income, boko haram, decline in quality of life and job insecurity. They called for creating enabling socioeconomic and political environment including the provision of

infrastructure to make industrial climate investment friendly. This will encourage investors to invest and there by create jobs in order to absorb the unemployed youths.

Similarly, in a study of the implications of unemployment on Nigeria's sustainable development, Danjos and Ali (2014) identified the nexus between youth unemployment and socio economic development. Based on secondary data, the article revealed that unemployment in Nigeria is partly responsible for the rising increase of poverty, disruption of oil production through pipeline vandalization, emergence of deadly groups such as Boko Haram, Niger Delta Boys, Ombatse, armed robbers, kidnappers and waste of human and material resources that have caused setback in the sustainable development of Nigeria. They recommended that government has to play a prominent role if unemployment is to be reduced to the barest minimum by intensifying efforts to create more vocational skills acquisition centres, effective government collaboration with the private sector to create more jobs by putting in place a conducive atmosphere for investments, absolute and robust

agricultural reforms to attract the unemployed to farming among other measures. These among other measures it is believed will put Nigeria on the right track to sustainable development.

For Eneji, Dimis and Song (2013) the growing rate of graduate unemployment puts a big question mark on the economy and the education system. For them, youth unemployment causes premature death resulting from criminality, incapacitation, stroke, hypertension, malnutrition, diabetes, vehicular accidents and all the tragedies associated with poverty. Facing the pressure to earn income and survival, the unemployed engages in risky and sometimes immoral jobs. Most of the best brains leave the country to Europe, North America, and East Asia for these reasons. After completing their postgraduate studies in these continents, they remain there on paid jobs. Unemployment in Nigeria has caused wide rural-urban migration, worsening the disparities between the two regions. The population of idlers in Lagos, Abuja, Kano, Calabar, Port Harcourt etc is alarming. The unemployed migrate to these cities with the hope of getting jobs; since the

economic and social structures in their various hometowns are poor, 5-6 years later; they still do not find decent jobs. Nigeria exports far more skilled labor and trained intelligentsia than it attracts which is not healthy for self-reliance and socio-economic development. They suggested that the economy should be massively diversified towards labor-intensive industries to realize more employment. Full employment will impact high productivity, increase national competitiveness in terms of penetration of world markets, since it indicates optimal capacity utilization of human and material resources. Such a situation will reduce unemployment, increase income, improve the standard of living, and socio-economic development.

A study by Asaju, Arome and Anyio (2016) on the rising rate of unemployment in Nigeria: the socio economic and political implications revealed that youth unemployment widespread poverty, youth restiveness, high rate of social vices and criminal activities are prevalent because of joblessness, and if not controlled, apathy, cynicism and revolution might become the consequent.

Ahmed (2018) in his study on the socio economic effects of youth unemployment: the case of Yola South Local Government Area, Adamawa State found that, youth unemployment has adverse effects on Nigeria's socio economic development and therefore reduces the standard of living. This is because it leads the youth to drug abuse, criminal activities and increased rate of poverty. Thev author called for manpower skills development programmes, industrialization and increased sensitization among youths to checkmate the dangers of youth unemployment.

In lagos State, a study by Sulaimon,Rahim, Akintunde and Ajiroba (2015) on socio economic effects of unemployment on Nigeria's, economy: a study of Bariga Local Government Area, lagos State revealed a significant fit between unemployment and socio economic developemt of Nigeria. Majority of the respondents believed that unemployment affects the socio economic status of the unemployed which leads to cri,minality, dishonesty and other negative social vices. They called for urgent intervention by government at all levels to

curb the menace.

The consequences of unemployment in Nigeria are very severe and threatening to the citizenry and the economy as a whole (Bello 2003). The unemployment episode has continued to pose many challenges to the survival of the Nigerian nation. Some of these consequences bother directly or indirectly on the unemployed youth. In terms of scope, Okafor (2011) observed that unemployment is a global trend, but occurs mostly in developing countries of the world, with attendant social, economic, political, and psychological consequences. Thus, massive youth unemployment in any country is an indication of far more complex problems. This study therefore examined the impact of youth unemployment on socio economic development in Benue State, Nigeria.

Method

This section presents the methodology used in this study using the following sections;

Study Design

The study was cross-sectional and descriptive in design, employing both

quantitative and qualitative research methods.

Study Setting

Benue State is one of the thirty-six (36) states in Nigeria. It has a projected population of 5,741,800 as of 2016 (NPC 2016). There are 23 local government areas in Benue State namely Ado, Katsina-Ala, Oju, Agatu, Konshisha, Okpokwu, Apa, Kwande, Oturkpo, Buruku, Logo, Tarka, Gboko, Makurdi, Ukum, Guma, Obi, Ushongo, Gwer-West, Ogbadibo, Vandeikya, Gwer, Ohimini. However, the dominant dwellers in Benue State are the Tiv, Idoma, Igede, Etulo, Abakpa,jukun, NyIfon, Akweya . The Tiv are the major dominant ethnic group, they occupied about 14 local government areas with the Etulo and Jukun, however, Idoma, Igede Akweya, Nyifon occupy the remaining nine local government areas, while other migrants like the Igbo Hausa , Yoruba and some other minor other tribes in Nigeria leave among them.

Additionally, Benue State possesses rich and diverse cultural heritages, which are commonly seen on the peoples colourful

cultural clothing, displayed masquerades, supplicated music and on traditional dances. Beautiful dances from Benue State have won the State acclaim at national and international cultural festivals. Some of these popular dances include Ange, Ingyough, Anchanakupa, Swange and Ogiriny and others. Benue State is one of the biggest states in Nigeria, it is also seen as richest in the country in terms of food; it is blessed with a lot of food produce, hence the State is refer to as the food Basket of the Nation, since it is known for its large food production throughout the year. The people of Benue are engaged in different occupations, hence the Tiv grows grains like beni-seeds (sesame), and soy beans in the drier lands of the Benue Valley (east of Makurdi), while they cultivate rice on the more swampy area of the state. Other crops such as yam, palm fruit, maize, banana, orange, mango, cassava, cashew, groundnut, etc. are also grown in this part of the State. People who leave very close to the riverine areas engage in fishing as their primary occupation. However, within the southern part of the state is the large thick forest which grows useful trees for timber for both the State and for the country use,

the thick forest provides a suitable habitat for rare animals' types and species.

Conflicts being an inevitable phenomenon in human existence occasionally erupted between the Tiv and their neighbours in the course of their settlement and expansion in the Benue Valley in pre-colonial period. Additionally, there have been conflict in Guma, Gwer-West, Katsina-Ala, Kwande, Logo and Makurdi LGAs of Benue State were displaced by marauding Hausa-Fulani Muslim herdsmen.

Study Population

Though, Benue State has an estimated more than 3 million youth population (NPC, 2016), due to time factor and other resources, only four hundred and twelve (412) respondents were randomly selected from the twenty three (23) LGAs to represent the population using Taro Yamanes' sample size determination formula.. Study participants were males and females from 18 years and above.

Sampling Procedure

The study employed clustered and simple random sampling techniques to select its

respondents. Thus, the study adopted the existing three political senatorial Districts as its clusters out of which six LGAs (Katsina Ala and Vandeikya in Zone A, Gboko and Makurdi in Zone B, Otukpo and Oju in Zone C) were adopted for the study. Simple random technique was then employed to drawn 412 respondents (comprising males, females youth) across the local government areas to represent the entire population.

Data Collection and analysis

Semi – structured questionnaires (SSQs) and key semi - structured interviews (SSIs) were used to elicit data from the respondents. The gathered data was then analyzed both qualitatively and quantitatively. Specifically, data on socio-demographic attributes of respondents were analysed quantitatively using statistics such as percentages and frequency distribution tables. Apart from the above, all other information elicited from the respondents were analysed qualitatively. Descriptive and inferential statistical measures were used to analyze and generate data into frequency tables. Analysis of qualitative data was done using thematic narratives and

direct quotation of responses.

Results

Socio-Demographic Variables of Respondents

This section presents the data collected on some the socio-demographic variables of respondents. The data shows that 169 (41.94%) of the respondents were between 15- 20 years, 178 (44.17) aged from 21-30 years. The educational attainment of respondent as revealed that, 106(27.18%) had no formal education, 142(36.41%) attained primary education. Also 92(23.59%) attained secondary education while 50 (12.82%) attained secondary education while 50(1.82%) attained tertiary education the marital status also shows that,

86(22.05%) were single and 304(77.95%) were married. Data on religion of respondents indicated that, 285(73.08%) were Christians, 1(3.33%) were Muslims, 84(21.54%) were traditionalist while 8(2.05) were in other religions. Occupation status also shows that, 95(4.36%) were farmers, 66(16.92%) were civil servants. Those in business were 88(22.56%), students formed 78(20%) while 63(16.16%) were applicants/unemployed. The monthly income of respondents shows that, 157(40.26%) had less than N5000 per month. About 141(36.15%) of the respondents had monthly income from N6,00-N 15,00 while 92(23.59%) earned between N16,00 and above. These finding are presented in table 1

Table 1: Socio-demographic variables of respondents

Variable	Frequency (f)	Percentage (%)
Age		
15-20	169	41.94
21-30	178	44.17
31 and above	56	13.90
Educational Attainment		
No formal education	106	27.18
Primary education	142	36.41
Secondary education	92	23.59
Tertiary education	50	12.82
Marital status		
Single	86	22.05
Married	304	77.95
Religion		
Christianity	285	73.08
Islam	13	3.33
Traditional	84	21.54
Other	8	2.05
Occupational status		
Farming	95	24.36
Civil service	66	16.92
Business	88	2.5
Studying	78	20
Applicant /Unemployed	63	16.16
Monthly income		
Less than N5000	157	40.26
N6,000 N 15,000	141	36.15
N16,000 and above	92	23.59

Source: Field Survey, 2018

Prevalence and Nature of Youth

Unemployment

This section examined the prevalence of youth unemployment in Benue State . From the findings, 178 (44.17) stated that, youth

unemployment is increasing, declining accounted for 127 (31.51) while 98 (24.32) opted for stable. The data is summarized in table 2 below

Table 2: The prevalence of youth unemployment

Category	Variable	Percentage
Increasing	178	44.17
Declining	127	31.51
Stable	98	24.32
Total	403	100

Source: Field Survey 2018

It can be inferred that, youth unemployment is increasing in the study area. This was confirmed by a 40 year old man in Ogbadibo who asserted that:

The problem of youth unemployment has become so rampant in recent times. Most of the youths have no gainful employment. Few are self employed while majority of them roam around this environment with higher certificates. Many years ago, the situation was different from what is obtainable now. Unfortunately, our

government seems to be less concerned about the problem.

Data was also collected on the form of youth unemployment more prevalent in Benue State. It was found that, majority 158 (39.21) state that frictional unemployment was more common in the study area, 135 (33.50) said it was seasonal and cyclical unemployment. For 60 (14.89) of the respondents, it was technological and residual unemployment while 50 (12.41) concluded that, it was structural unemployment. The data is summarized in table 3 below:

Table 3: Forms of Youth Unemployment

Category	Frequency	Percentage
Structural Unemployment	50	12.41
Frictional Unemployment	158	39.21
Seasonal/ Cyclical Unemployment	135	33.50
Technological/Residual Unemployment	60	14.89
Total	403	100

Source: Field Survey 2018

The findings show that, structural unemployment was more common in the study area.

Causes of Youth Unemployment

The causes of youth unemployment in Benue State were examined. The data is summarized in table 4 below.

Table 4: Causes of Youth Unemployment

S/N	Factors	Frequency	Percentage
1	The inability of government to effectively implement youth empowerment programmes	33	8.19
2	Corruption by government officials	56	13.90
3	Overpopulation	21	5.21
4	Improper socialization	25	6.20
5	Peer pressure	36	8.93
6	Decaying moral values	42	10.42
7	Rapid urbanization	28	6.95
8	Ignorance	19	4.71
9	Lack of entrepreneurship skills	49	12.16
10	Lack of industrialization	44	10.92
11	Outdated school curriculum	15	3.72
12	Untimely business policies	12	2.98
13	Poor economic growth in the country	23	5.71
Total		403	100

Source: Field Survey 2018

The effects of Youth Unemployment on Socio Economic Development

This section assessed the effects of youth

unemployment on socio economic development in Benue State. The data is presented in table 4 below:

Table 4: The Effects of Youth Unemployment on Socio Economic Development.

S/N	Social Effects	Frequency	Percentage
1	Violence	28	6.95
2	Armed Robbery,	12	2.98
3	Election Rigging.	17	4.22
4	Murder	19	4.71
5	Abduction	16	3.97
6	Hostility	23	5.71
7	Depression	25	6.20
8	Frustration	30	7.44
9	Stress	21	5.21
10	Political Instability	27	6.70
11	Drug Abuse	23	5.71
12	Proliferation Of Arms	19	4.71
13	Vandalism	26	6.45
14	Insecurity	36	8.93
15	Political Thuggery	24	5.96
16	Prostitution	14	3.47
17	Militancy	18	4.47
18	High dependency rate	15	3.72
	Poverty		
	Total	403	100

Source: Field Survey 2018

Discussion of Findings

The causes identified include inability of government to effectively implement youth empowerment programmes, corruption by government officials, overpopulation. Others include improper socialization, decaying moral values, rapid urbanization, ignorance, lack of entrepreneurship skills, lack of industrialization, outdated school curriculum, untimely business policies and

poor economic growth in the country.

As noted by a key informant:

One major factor is that of population growth. Nigeria has continued to experience high rate of population growth. This increasing population growth has produced an overwhelming increase in the youth population

thereby resulting in an increase in the size of the working age population. Related to the rapid population growth is the massive rural-urban migration by the youth.

This finding collaborate with Saanu, G. (2013) the high degree of geographical mobility of youth in Africa is in form of rural to urban which has been influencing youth unemployment. In Nigeria, youth migrate to the cities more than other migrants and in the cities, job opportunities are very limited. Thus, the rate of urbanization of the youth has continued to create unemployment. Lack of employable skills due to inappropriate school curricula is another factor contributing to the rising youth unemployment. Analysts have argued that in Nigeria generally, the skills that job seekers possess do not match the needs and demands of employers. According to them, the education system in Nigeria has its liberal bias which indeed over supplies the labour market with graduates who do not possess the skills required by employers. Many graduates in Nigeria lack entrepreneurial skills to

facilitate self-employment (Oladele, Akeke and Oladunjoye, 2011).

Another key informant notes:

One of the causes of youth unemployment is the perception of policy makers and the youth themselves about employment. To the policy makers and the youth, employment means a job with salary and working for someone else. It is this perception that has continued to influence the institutions in Nigeria that provide skills and training. Based on this, curricula and training programmes are generally tailored towards preparing young people for formal sector jobs. Since these jobs do not exist, there is often a mismatch between the skills possessed by the job seekers and the available jobs.

In the words of another key informant:

Various factors such as rapid growth of population resulting

to outstripping supply of jobs in the market, rapid growth of labour force arising from rural–urban migration interms of push/pull factors, lack of employable skills, cultural barriers, lack of awareness, lack of vibrant manufacturing sector (industries, factories) and massive corruption are the causes of youth unemployment in Nigeria.

This finding agrees with that of Alanana (2003), Awogbenle and Iwuamadi (2010), Ayinde (2008) who equally observed that, the major causes of youth unemployment were among others as rural urban-migration, rapid growth of population, lack of employable skills, lack of vibrant industrial sector and massive corruption were among the causes affecting unemployment of youth.

The social and economic effects were found to include violence, armed robbery, insecurity, political thuggery, prostitution, militancy, vandalism. Others include proliferation of arms, drug abuse, political

instability, stress, frustration, depression, hostility, abduction, murder, election rigging. The findings from key informant interview confirmed these findings as noted by a male key informant:

Youth are made to become willing tools in the hand of politicians, to use them for anti-social and dirty political activities and as a tool to perpetuate ethno-religious clashes in the study area, which can equally cause great social upheavals in the country. Also unemployed youth are utilized as local militants to attack, destroy properties and lives which affect the socio-economic status of the study area in questioned and Nigeria at large. Again youth are used in various anti-social vices such as arson, assault, abduction, stealing, armed robbery, terrorism, sex offences and so on and therefore, this and others has the potential to destabilize and truncate the democratic and development process in the study area and

Nigeria at large and the need to adjust.

The findings highlight some of the implications of unemployment on socio economic growth. This is because unemployment has left much to be desired as far as sustainable development in Nigeria is concerned. One of the obvious implications of unemployment in Benue State is that poverty has become an order of the day in Nigeria because of the high level of unemployment among the youth. Poverty is a serious problem that has a lot of implications for lives of individual's families and nations. Most of the unemployed youth cannot meet the basic needs of their lives that cannot guarantee Nigeria's sustainable development.

A key informant observed that:

Many Nigerians cannot meet the basic needs of life because they have no jobs. Graduates are being churned out yearly in various institutions with dimmed prospect of getting jobs. The few jobs available are not based on merit or competence, rather on

favoritism.

The implication of unemployment on Nigeria's sustainable development therefore cannot be overemphasized because unemployed people cannot afford their basic things of livelihood. Unemployment is a waste of human resource in view of the national resources put in training the unemployed. These resources could have been used in other areas of development particularly the provision of infrastructure.

Another key informant observed that,

The returns to the various types of investment in human resources are unnecessarily minimized by unemployment". Absence of social security in Nigeria also deprives the unemployed a share in the national income that makes the life of the unemployed miserable. Utilization of labour after investing a lot of resources on training is a colossal lost to the country. Unemployment is a condition where the available

labour force is not used or utilized for the country to derive the benefit in national development. Therefore, in Nigeria as a whole, “the productive capacity of a significant portion of the labour force is unutilized.

In the words of another key informant:

It is imperative to note that the essence of manpower training is to be able to make effective use of it so as to add value to the development of the country. Anything less than this is absolutely a waste of resources. This has led to the emergence of “area boys” or political thugs in so many parts of the country who are used as agents of harassment and intimidation of political opponents in places. It is pertinent to state that the emergence of these “area boys” cannot be unconnected with the high level of unemployment being experienced in the country. The unemployed are ready to be

employed for any kind of assignment as long as they are paid for it, because the unemployed also have needs which need to be met.

This attitude is detrimental to the survival of the country because it is one of the major social problems affecting the growth and development of this country in terms of sustainable development which of course we are yearning for. No young man who has acquired Western education without a job would remain himself without engaging in one thing or the other for him to survive. What he does matters a lot to the development of the country positively or negatively.

As noted by a key informant:

Emergence of insurgency groups such as Boko Haram, Niger Delta boys, Cults to mention but a few. These deadly organizations came into existence as a result of unemployment the country is going through. These terrorist groups have not only destroyed

properties but also lives in places where they are operating such as Benue.

There is no doubt that this negative attitude has directly affected the socio-economic development of the country. It is unfortunate that man has become a wolf to his fellow human being which has direct bearing on Nigeria's sustainable development. People that are contributing to the development of the country are killed like ants. Government has also deployed a lot of funds to take care of the various attacks that should have been used in other areas for development.

Conclusion / Recommendation

In conclusion, Youth unemployment is considered to be a menace in Nigeria, which constitutes a bottle neck to the democratic and developmental process of our contemporary Nigerian society and particularly Benue State. This is because; the youths in question could be manipulated to undermine the stability of Nigeria's democracy at any point in time. Against this background, there is the need by government at all levels, international

community and other stakeholders to embark on massive job creation to take these youths off the streets. Hence, Nigerian leaders should strive to promote good governance in order to engender youth empowerment, employment and socio-economic development.

Unemployment is a serious problem in Nigeria and it is unfortunate that the country is being threatened by unemployment whose impact on Nigeria's sustainable development cannot be overemphasized. The social vices that have characterized the nation such as armed robbery, trafficking, kidnapping, terrorism, prostitution among others cannot be unconnected with unemployment crisis, the rate at which is alarming today. Until adequate measures are taking, the future of Nigeria's development will be a mirage. These problems are tied to poverty caused by unemployment that is inimical to sustainable development. Thus, skills acquisition centres should be established across the state to enable the youths acquire entrepreneurship capabilities. Most importantly, efforts should be made to make agriculture more lucrative to make youths

to venture into it. Education at all levels should conform to best standards to adequately development the minds of learners to be creative and thus become employers of labour. Ensuring effective industrialization to accommodate youth across levels of learning will help to tackle youth unemployment in Benue State.

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**THE INFLUENCE OF PERSONALITY TYPE ON PROSOCIAL
ORGANIZATIONAL BEHAVIOUR AMONG CIVIL SERVANTS IN SOME
SELECTED MINISTRIES IN BENUE STATE**

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Abstract

The study examined the influence of personality type on prosocial organizational behaviour among civil servants in some selected ministries in Benue State. The objective of the study among others was to examine how personality types influence prosocial organizational behaviour among civil servants in some selected ministries in Makurdi as well as explore measures that would enhance employee's effectiveness and overall productivity among civil servants in the work place. A total of 245 workers were randomly selected from three ministries in Benue State. This comprised 122 (49%) males and 123 (50.2%) females. A survey design was used in generating data for the study. Instruments used for the study include the Big Five Inventory and Helping Attitude Scale (HAS) were also used for data collection. Three hypotheses were formulated and tested using simple regression analysis, Chi-square and independent t-test. Result of hypothesis one revealed that personality type has a significant influence on pro-social organizational behaviour. Result also showed that, there was a significant difference in personality type of civil servants who behave pro-socially. Hypothesis three further revealed that there was no significant gender difference on pro-social organizational behaviour among civil servants. The study finally recommended among others that, more research work needs to be done in the area of influence of culture, religion, nature of self-esteem which is a factor moderating behaviour for better organizational effectiveness and work place performance and productivity. Organizations, administrators and managers should identify and understand individual personality type during recruiting, selection and placement of employees for better performance.

Key Words: Personality Type, Pro-social, Organizational behaviour, Civil Servants, Ministries.

Introduction

Organizational performance and rapid growth seem to rely upon the type and nature of pro-social organizational behaviour. The significant nature of pro-social organizational behaviour in relation to the proper functioning of individuals with moral values within and around the organization cannot be overstressed. Gange (2003) points out that individuals willingly engage in pro-social behaviour when they have the ability to independently regulate their thoughts, emotion, existing ethics and values within the organization.

Pro-social behaviour seem to be the crux of every organization that harbours human beings, including the family, schools, churches, industries, clubs, hospitals and political organizations. Pro-social literally means the benefits of others or intention of helping others (Oxford English Dictionary, 2009). Pro-social behaviour or voluntary behaviour intends to benefit another consists of actions which benefit other

people or society as a whole, such as helping, sharing, donating, cooperating and volunteering. It can also be referred to as a broad category of behaviours that includes any action that provide benefits to others, like following rules in a game, being honest and cooperating with others in social situations.

These actions may be motivated by empathy and by concern about the welfare and rights of others, as well as for egostic or practical concerns (Elsenberg, Fabes and Spinrad, 2006). Pro-social behaviour is also a planned action to help other people, disregarding the helper's motives. It involves sincere assistance (altruism) which is entirely motivated by self interest. Pro-social activities are any behaviour conducted or planned action to help other people without expecting anything in return (Afolabi, 2003). Pro-social activities involve attention and assistance towards other people or devotion (love, loyalty, service) which are given to other people without any expectation to get something in return (Myers, 1996). The purest forms of pro-social behaviour might be motivated by altruism, an unselfish interest in helping

another person.

According to Sanstock (2007), the circumstances most likely to evoke altruism are empathy for an individual in need or a close relationship between the benefactor and the recipient. Therefore, pro-social organizational behaviour can be seen as the willingness of workers to both fulfill and go beyond formal job requirements of the organization. In organizations, pro-social behaviour seems to be the center of attention and research as it offers individuals and groups, the opportunity to participate in the voluntary actions of helping and benefiting others and popularizing the benefactor, Ryan & Deci, (2000) assert that when human beings are properly nurtured from childhood to cultivate positive values, they are naturally inclined to pro-social behaviour inspite of the fact that, pro-social organizational behaviour seems to be doubleaged (painful and costly to the doer but benefits recipient) research shows that early humans rely on pro-social behaviour for their survival as embedded in the communal cultures of native people all over the world (Kinckeroboker 2003; Benabou, 2005).

Thus, there has been well established occurrence of pro-social organizational behaviour according to several research on social psychology regarding altruism, egoism and empathy embellished in pro-social behaviour (Blau, 1946; Penner, John, David, 2005). Brif and Motouido (1986) sees pro-social behaviour as a veritable tool for the promotion of effective organizational functioning, hence the emphases on the importance of this behaviour to organizations. Michie (2009) opined that pride and gratitude are the dispositional tendencies in organizational leadership, therefore pro-social behaviour is very vital in bridging the gaps in organizational leadership to ensure significant feelings of gratitude and altruistic behaviour among leaders to the people as this can be achieved through emphasis on pro-social behaviour. There are different types of pro-social behaviour that are differently related to theoretically based contracts (Stawt, 1978, Basten, 1999). For the purpose of this study, it is important to mention some of the types of pro-social behaviour such as: altruism, complaint, emotional Anonymous and Dire pro-social Organizational Behaviour.

Personality refers to individual differences in characteristic pattern of thinking, feeling and behaving. It is the dynamic organization within the individual of those psychophysical system that determine his characteristics behaviour and thought (Allport, 1961). The characteristics that makes a person unique (Weinberg & Gould, 1999). Personality type refers to the unique characteristics of an individual which is responsible for individual differences and may determine their personal approaches to life situations. Traits are consistent patterns of thoughts, feelings, or actions that distinguish people from one another. Traits are tendencies that remain stable across the life span, but characteristic behaviour can change considerably through adaptive process.

A trait is also said to be an internal characteristic that corresponds to an extreme position on a behavioural dimension. According to Bandura (1978), behaviour is a process of reciprocal determinism in which there is a continuous reciprocal interaction among behaviour, personal characteristic and environmental factors. Determinism means the production

of effects by events, rather than a predetermined manner independent of the individual in interacting with the environment, individuals do not simply react to external stimuli, rather, external factors affect behaviour through internal processes. These internal processes in part determine what will be observed, how it will be interpreted and how it will be used in the future. In attempt to explain pro-social behaviour the Big-Five personality traits are being used in this research that is Extraversion, Agreeableness, Conscientiousness, Neuroticism and Openness.

Extraversion has an inter personal component and is strongly related to positive affect such as being enthusiastic energetic, interest and friendly. Fremon and Means (1970) found that extraverts show less anxiety over negative feedback. Extroverts are also highly motivated to seek social situations and to be dominant in those situations including leadership. They are motivated by change, in their lives, challenge and are easily bored. Agreeableness also has an interpersonal component: these individuals tend towards

conformity in groups, towards modesty, not being demanding and being sympathetic. These individuals might be motivated towards helping others and towards prosocial behaviour in general. There may be a link between the motivational processes operating within individuals in regards to this trait, such that agreeable individuals strive for intimacy and solidarity in groups they belong to, which provides emotional rewards.

Conscientiousness is related to such things as achievement, perseverance, organization and responsibility. Conscientious individuals are motivated towards achievement through social conformity. Neuroticism tends to be viewed negatively and is associated with negative affect; being tense and nervous. Openness is associated with tolerance of ambiguity (which means, when something is not clear), a capacity to absorb information, being much focused and the ability to be aware of more feelings, thoughts and impulses simultaneously. Open individuals are motivated to seek out the unfamiliar and to look for complexity.

in personality may account for how individuals are motivated and can engage in helping behaviour (Judge & Ilies, 2002; Rioux & Penner, 2001). For example, individuals who are high in agreeableness may be more likely to be motivated to maintain relationships rather than preserve their own self-interest. This motivation may be a mechanism by which personality yields helping. Secondly, personality characteristics may also affect how individuals interpret situations that arise and the likelihood that they react in an interpersonally facilitative manner. For example individuals that are low in emotional stability may tend to view situations that demand help in a negative light (Costa & McCrae, 1992); such individuals may interpret coworkers help-seeking behaviours as annoyances or as threatening to status hierarchies and may withhold helpful responses. This research work is geared towards examining the influence of personality type on pro-social organizational behaviour of civil servants in some selected ministries in Benue State of Nigeria.

Past researches have shown that differences

Scope of the Study

The scope of study for this research covers some selected ministries and this include;

1. Ministries of Education Science and technology.
2. Ministry of works, and Transport
3. Ministry of land and survey all in Benue State of Nigeria

Conceptual and Theoretical Review

Neuroticism

Neuroticism signifies variances of individual tendencies to experience suffering and is defined as emotionally insecure (McCrae & John, 1992). Neurotics possess traits including annoyance, stress, sulky unsociable, nervous, doubtful in confidence, fearful and dejected (Barrick & Mount, 1991, 1993; Judge & Bono, 2000). Neurotics have no belief and faith in others. (Goldberg, 1990) and have no social expertise to handle the situations that they claim to take control of. (Judge, Locke & Durham, 1997). They also lack confidence and self-esteem (McCrae & Costa, 1991).

Extraversion: Extraversion represents a personality trait that has a tendency to be

sociable, assertive, active, upbeat cheerful, optimistic and talkative, such individuals like people, prefer groups, enjoy excitement and stimulation and experience positive effect such energy, zeal and excitement (Costa and McCrae, 1992; John and Strivastavo, 1999).

Openness to Experience: This refers to the tendency of the individual to be imaginative, sensitive, original in thinking, attentive to inner feelings, appreciative of art, intellectually curious and sensitive to beauty (Costa and McCrae, 1992; John and Srivastava, 1999). Such individuals are willing to entertain new ideas and unconventional values.

Conscientiousness: This refers to individuals who are logical, reliable and risk averter (Goldberg, 1990). These persons are responsible, reliable, determined, cautious and thorough, who focus on success which is also very significant characteristics for performing work tasks (Barrick & Mount, 1991, 1993).

According to John and Strivastava, 1999), they have tendency to act dutifully, show

self-discipline and aim for achievement against a measure or outside expectation. Conscientiousness describes socially prescribed impulse control that facilitates task and goal-directed behaviour. Such as thinking before acting, delaying, gratification, following norms and rules and planning, organizing and prioritizing tasks.

Agreeableness: Agreeableness defines such features as self-sacrifice, helpful, nurturance, gentle and emotional support (Digman, 1990), Burrick & Mount) put forward that it consist of traits such as polite, flexible, naïve, helpful, supportive, merciful, kind and open-minded and tends to be generous, calm, trusting, truthful and sincere (Judge & Bono, 2000). Such individual have an optimistic view of human nature. They are sympathetic to others and have a desire to help others; they are pro-social and have communal orientation toward others (Costa and McCrae, 1992; John and Strivastava, 1999).

Pro-social Organizational Behaviour: it refers to acts intended to benefit or help others or the society. Pro-social activities involve attention and assistance towards

other people or devotion (Love, Loyalty, service) which are given to other people without any expectation to get something in return (Myers, 1996). The purest forms of pro-social behaviour might be motivated by altruism, an unselfish interest in helping another person. According to Sanstock (2007), the circumstances most likely to evoke altruism are empathy for individual in need or a close relationship between the benefactor and the recipient.

Theoretical Review

The paper is anchored on two theories; psychodynamic theories and trait theories of personality. Psychodynamic theories explain human behaviour in terms of the interaction of various components of personality. Sigmund Freud was the founder of this school of thought and drew on the physics of his day (thermodynamics) to coin the term psychodynamics. Based on the idea of converting heat into mechanical energy, he proposed that psychic-energy could be converted into behaviour.

Freud's theory places importance on dynamic, unconscious psychological conflicts (Khan and Michael, 2002). Freud

divides human personality into three significant components; the id, the Ego and the super-ego. The id acts according to the pleasure principle demanding immediate gratification of its needs regarding to external environment, the ego then must emerge in order to realistically meet the wishes and demands of the id in accordance with the outside world, adhering to the reality principle. Finally, the super-ego (conscious) include moral judgment and societal rules upon the ego, thus forcing the demands of the id to be met not only realistically, but morally.

The super-ego is the last function of personality to develop and is the embodiment of parental/social ideals established during childhood. Freud maintained that personality is based on the dynamic interaction of these three components (Carver and Scheiter, 2004). The challenge and release of sexual (Libidal) and aggressive energy which ensues from the “Eros” (Sex, Instinctual self preservation) and Thanatus (death; instinctual self-annihilation) drives respectively are major components of his theory (Carver and Sheler, 2004). It is

important to note that, Freud's broad understanding of sexuality includes all kinds of pleasurable feelings experienced by the human body.

Freud also proposed five psychosexual stages of personality development; he believed adult personality is dependent upon early childhood experiences and largely determined by age five (Carver and Sheier, 2004). A fixation that develops during the infantation stage contributes to adult personality and behaviour. One of Sigmund Freud's earlier associate, Alfred Adler, did agree with Freud that early childhood experiences are important to development and believed birth order may influence personality development. Adler believed that, the oldest child was the individual who would set high achievement goals in order to gain attention lost when the younger siblings were born. He believed the middle children were competitive and ambitious. He reasoned that this behaviour was motivated by the idea of surpassing the first born's achievements. He added however that, the middle children were often not as concerned about the glory attributed to their behaviour.

He also believed that the youngest would be more dependent and sociable. Adler finishes by surmising that an only child loves being the centre of attention and matures quickly but in the end fails to become independent. Heinz Kohut thought similarly to Freud's idea of transference. He used narcissism as a model of how people develop their sense of self. Narcissism is the exaggerated sense of oneself in which one is believed to exist in order to protect one's low self-esteem and sense of worthlessness. Kohut had a significant impact on the field by extending Freud's theory of narcissism and introducing what he called the self-object transference of mirroring and idealization. In other words, children idealize and emotionally sink into and identify with the idealized competence of admired figures such as parents or older siblings.

They also need to have self-worth mirrored by these people. These experiences allow them to thereby learn the self-soothing and other skills that are necessary for the development of a healthy sense of self. Another important figure in the world of personality theory is Karen Horney. She is

credited with the development of the real self. She believed that all people have these two views of their own self. The real self is how humans act with regard to personality, values and morals but the ideal self is a construct individuals implement in order to conform to social and personal norms.

Trait theories

This approach assumes that behaviour is determined by relatively stable traits which are the fundamental units of one's personality. Traits predispose one to act in a certain way regardless of the situation. This means that traits should remain consistent across situation and overtime, but may vary between individuals.

It is presumed that individuals differ in their traits due to genetic differences. Allport (1930) differentiated between individual and common traits but he included both of them under a single definition, this results in some confusion and ambiguity. In 1961, Allport made some terminological alterations and provided separate definitions for what he called individual and common traits. The term trait was reserved for common traits and a new term personal

disposition was introduced to take the place of individual trait.

Although traits and dispositions really exist in the human beings, they cannot be observed directly but have to be inferred from behaviour. Allport (1961) stated that, a specific act is always the product of many determinations, not only of lasting sets, but of momentary pressures in that person. It is only a repeated occurrence of acts having the same significance following upon a definition range of stimuli, having the same personal significance disposition. Allport distinguishes between traits and types in terms of the extent to which they are tailored to an individual. A person can be said to possess a trait but not type, types are idealized constructions of the observer and individual can be fitted to them but only at the loss of his or her distinctive identity. The personal disposition can represent the uniqueness of a person whereas the type must conceal it. Thus for Allport, types represents artificial distinctions that bear no close resemblance to reality and traits are true reflections of what actually exist.

Five-factor personality model (Costa,

McCrae, 1996) employed a dispositional view point for structuring personality. These factors are understood as relatively stable, inborn and individually differentiated dispositions for varied ways of behaviour.

Extraversion has an interpersonal component and is strongly related to positive effect, such as being enthusiastic, and friendly. Ferment and Means (1990) found that extroverts, shows less anxiety over negative feedback; they are highly motivated to seek social situations and to be dominant in those situations. They are also motivated by change, variety in their lives, challenge and are easily bored; they have also been recently seen as adoptive, ambitious and hardworking.

Agreeable individuals tend towards conformity in groups, modesty, not being demanding and being sympathetic. These individuals might be motivated towards helping others and towards pro-social behaviour in general. There may be a link between the motivational processes operating within individuals in regards to this trait; such that agreeable individuals

strive for intimacy and solidarity in groups they belong to which provides emotional rewards.

Conscientiousness is related to such things as achievement, perseverance, organization and responsibility. Socially prescribed impulse control that facilitates task and goal-directed behaviour, such as thinking before acting, delaying gratification, following norms and rules and planning, organizing and prioritizing tasks individuals are motivated towards achievement through social conformity.

Neuroticism tends to be viewed negatively and is associated with traits such as being annoyed, stressed, sulky, unsociable, nervous, embarrassed, uncertain doubtful, fearful and dejected.

Pro-social Organizational Behaviour Theory

Pro-social behaviour can be defined as voluntary behaviour oriented towards the benefits of others (Eisenberg, Fabes and Spirad, 2006). According to Carl and Rardal (2002), this behaviour sources from pro-social tendencies. Altruistic involves

voluntary helping primarily motivated by concern for needs and benefit of another individual often evoked by compassion and internalized moral norms or principles complaint (CO) means helping others as a reaction to their verbal or nonverbal request. Emotional (EM) is aimed towards helping others emotionally intensive situations (e.g certain persons painful injury). Public (PU) represents behaviour in the presence of an audience and is probably at least partially motivated by desire to gain other people's acceptance and respect. Anonymous (AN) means that kind of helping in which the one being helped is unknown to the helping individual. Dire (DI) means helping people caught in crisis or other type of emergent situations e.g. in frustration or stress.

According to social exchange theory of pro-social organizational behaviour, developed by Blau (1964), a member of the organization reciprocates those who benefit from him or her, members of an organization who feel they have been treated or rewarded properly by the organization leaders and coworkers behave in interest, act in order to return favours by

exhibiting pro-social organizational behaviour towards co-workers, teams and the organization itself (Farh, Podsakoff & Organ 1990; McNeely & Meglino, 1994). A member of the organization is ready to undergo as pro-social behaviour, due to a positive mood which is instantaneous (George, 1991). The position mood approach suggests that pro-social behaviour may be somewhat spontaneous in gesture resulting from the individual's psychological wellbeing which is instantaneous and temporary (Organ & Konovsky, 1989).

However, Watson and Pennebaker indicate the positive mood and psychological wellbeing refer to a longitudinal and stable personality trait (Watson & Pennebaker, 1989) and it is nourished by self enhancement (Taylor & Brown, 1988) individuals who have high self enhancement tend to behave with more positive effects towards situations than do individuals with low self-enhancement (O' Mara, Gaertner, Sedikides, Zhou & Lie 2012).

Blau concluded by saying that pro-social

organizational behaviour goes beyond specific role requirements. It is entirely on a voluntary basis and not enforce requirement of the role itself (Clary et al, 1998). A member of the organization who is an actor of pro-social behaviour does not expect a reward for his or her pro-social behaviour and hence his/her performance is not usually rewarded (Finkelstein & Penner, 2004). Management also desire pro-social behaviour to be a common behaviour within the organization for the significant nature of pro-social behaviour in relation to the proper functioning of individuals with moral values within and around the organization.

Related Empirical Review

Studies by Pursell, Laursen and Rose (2008), examined whether pro-social behaviour and personality type have independent and overlapping association with adolescent internalizing problems. A total of 128 female and 103 male early adolescent completed personality, inventories pro-social behaviour was accessed by peer nominations. Composite aggression and delinquency, scores were divided from material and self-reports.

Path analysis indicated gender difference in pattern of association. Forgills, link between pro-social behaviour and delinquency were fully mediated agreeableness and conscientiousness, were independently and negatively associated with aggression and delinquency. The findings shows that personality type and pro-social behaviour are uniquely related to the boy's pro-social behaviour problems but cannot be really disentangle when it come to girl's behaviour problems. Another study carried out by Eysenck (1992) report a study to relate the traits of altruism to a measure of extraversion. Previous studies had uncovered link between introvert behaviour and traits associated with socialization such as donating behaviour and lack of competitiveness. This was consistent with Eysenck's prediction that introverts were oversocialized and conscientious.

Higgins (2002) also carried out a study on "Does Personality Provide Unique Explanations for Behaviour. Personality as cross-person variability in general principles, he proposes that personality does not provide a unique explanation for

social behaviour. The idea that humans display stable differences in empathy and other pro-social tendencies has been widely accepted for a fairly long time. A more recent perspective, however, is that these tendencies are relatively stable across a person's life.

Women are more sensitive to corporate giving and tend to allocate higher budgets to social causes (Valor, 2000). A study by Williams (2003) found that firms having a higher proportion of women serving on their boards change in philanthropic contributions to a greater extent than firms having a lower proportion of women serving on their boards. In addition, the influence of gender on altruistic behaviour has been considered.

Studies concluding that in general terms women are more inclined to help and they do it quickly. (Rushton, 1982), and the principle of social responsibility being more salient in women than in men (Smithson, Amato & Pearle, 1983). This is because "based on gender roles, females generally are expected and believed to be more responsive, empathetic and pro-social

than males. Whereas males are expected to be relatively independent and achievement oriented” (Eisenberg, Fabes & Spinrad, 2006; Seefeldt, 2008).

Nonetheless, under certain situational factors (eg. When an individual's behaviour is observed, when helping implies performing an activity or when the intervention is perceived as risky), men are more willing to help (Dovidio, Piliavin, Gaertner, Schroeder & Clark, 1991). Charbonneau and Nicol (2002) also found that girls scored somewhat, but not significantly higher than boys on altruism and civic value.

Zakriski, Wright and Underwood (2005) examined how a contextually approach personality can reveal social interactional patterns that are obscured by gender comparisons of overall behaviour rates. They found that for some behaviours (Verbal aggression), girls and boys differed both in their responses to social events and in how often they encountered them, yet they did not differ in overall behaviour rates. For other behaviours (pro-social), gender differences in overall rates were

observed, yet boys and girls differed more in their social environments than in their responses to events.

Recently, the two cultures view has suggested that boys and girls differ in their social behaviour largely because their sex segregated peer groups elicit behaviours that may not be characteristic of them in other social contexts (Maccoby, 2002; Zakriski, Wright & Underwood, 2005).

Another study also concluded that girls tend to score higher than boys on indices of personal behaviour and externalizing problems (Pursell et al 2008). Besides, Dietz, Kalof and Stern, (2002) in their study found that women placed more importance on the social psychological value of altruism than did men. The authors projected that the difference could be due to the differences in socialization of men and women. This is because women are socialized to have concern for others and to take care of one another while men are mainly socialized to be in competition with each other.

However, in another study by Chou (1998),

he found that there was no gender difference in volunteer activities on altruistic behaviours. Also, a meta-analysis conducted by Eagly and Crowley (1986) found that when looking at actual number of altruistic behaviours, men perform altruistic acts more than women. In a related research, Ma (2005) investigated the relation between gender-role classification and pro-social and anti-social behaviour for 505 Chinese adolescents in grades 7 to 12. The author found that, there was no significant gender difference in pro-social behaviour and that pro-social behaviour was associated positively with both masculinity and femininity. Also a study conducted by Nwankwo and Ofoke (2013) to examine the role of competence and gender on pro-social organizational behaviour with 160 participants revealed that competence is a significant variable in pro-social organizational behaviour but did not found gender to significant influence workers pro-social behaviour from ministry of Health, in Ebonyi State Nigeria.

Consistency in temperament and personality (Caspi et al 2003) and in pro-social disposition in particular, for example,

Eisenberg et al, 2002) found stability in pro-social disposition across five years in a sample of young adults and they found that these dispositions were related to ratings of empathy and pro-social responding taken when the adults were young children.

Atkins et al, 2004) used a type approach to classify children as resilient, over-controlled and uncontrolled and found that resilient children were more likely to be volunteers – ten years later than were the other two types. Additional research has focused on other personal attributes and their relationship to pro-social behaviours. Graziano & Eisenberg (1997) and others (e.g. Ashton et al, 1998) have argued that variability in the agreeableness dimension from the big five theory of personality might result in differences in people's propensity to act pro-socially.

Consistent with this proposition Graziano et al (2004) found that agreeableness interacted with situational variables (e.g. in-group versus out-group status) to affect pro-social behaviours in three different experimental situations. Other personality traits strongly associated with

agreeableness also have been shown to correlate with pro-social actions. For example, Davis and Colleagues found that dispositional differences in empathic tendencies manifest themselves in differences in pro-social behaviours. Such as donating and volunteering (Davies 1994, Davis et al, 1999). Building on prior work on the personality correlates of helping Penner and his associates (Penner et al, 1995), have focused their attention on traits they believe comprise the pro-social personality. "Factor analysis of these traits suggests that there are two dimensions to the pro-social personality.

The first concerns pro-social thoughts and feelings, such as a sense of responsibility and a tendency to experience cognitive and affective empathy (Other-oriented empathy). This first factor correlates substantially with measures of agreeableness (Graziano et al 2004), Penner et al 1998) and dispositional empathy and it overlaps substantially with the collection of personality traits Eisenberg and Herasociate (2002) believe to be associated with pro-social behaviours. The second factor is the self-perception that

one is a helpful and competent individual (helpfulness). At a conceptual level, the two factors are quite consistent with the Oliners (1988) description of individuals who rescued Jews during the time of the Holocaust and with Colby & Damon's (1992) description of 23 individuals whom they identified as lifelong altruists or moral examples.

Penner and others have demonstrated significant association between these clusters of pro-social dispositions and pro-social actions, ranging from interpersonal helping to volunteering to helpful actions directed towards coworkers and the organizations for which people worked (Birman et al, 2002, Eisenberg et al, 2002, Penner, 2002, Unger & Thumhuri, 1997). Pro-social behaviour can also be influenced by increased positive or negative mood (Schaller & Cialdin 1990) which shows that individual's emotional conditions could actually influence pro-social behaviour towards others, or by increased feelings of empathic concern (Eisenberg & Miller, 1987). These findings suggest there may well be a collection of traits that form a pro-social personality that is consistently

related to a broad range of pro-social behaviours.

Method

Design

The survey design was used for the collection of data for the study, to describe the influence of personality type on pro-social organizational behaviour of civil servants in some selected ministries in Benue State of Nigeria.

Scope

The area of study is some selected ministries in which the researchers consider the ministries of Works and Transport, Education Science and Technology and Land and Survey.

Participants

A total of 245 participants took part in the study. This comprised 122 males and 123 females. The minimum age of participants was 20 years and mean age was 36 years.

Research Hypotheses

1. There will be a significant influence of personality type on pro-social

organizational behaviour.

2. There will be a significant difference in the personality of civil servants on pro-social behaviour.
3. There will be a significant gender difference on pro-social organizational behaviour.

Instruments

The Big-Five Inventory (BFI) developed by John Donalme and Kentle (1991). The second instrument used was the Helping Attitude Sclae (HAS) developed by Gary S. Nickell (1998), it consist of 20 items on pro-social behaviour.

Data Analysis

The data collected was subjected to analysis using statistical package for social sciences (SPSS), version 20 for accuracy. The hypotheses were tested using Chi-Square and independent t-test, also simple regression was used in testing the research hypotheses.

Presentation and Discussion of Result

Hypothesis 1:

This hypothesis states that there will be a significant influence of personality type on

pro-social organizational behaviour.

Table 1: Regression Analysis Summary Table for the Influence of personality types on pro-social organizational behaviour

Variables	R	R ²	F	β ??	t	P	Remark
Constant	.990	.980	12206.028		3.11	.009	
Personality Type				.990	170.481	.000	Sig

Source: Field Survey, 2018.

Dependable: Pro-social Organizational Behaviour. were young children.

Result shows significant score $F(1,243 \text{ df}) = 12206.028; P < .01; .990$ and $R^2 = .980$. It shows that, personality types has a significant influence on pro-social organizational behaviour among civil servants in selected ministries in Benue State. This result is in agreement with the findings of Eysenck (1992), that, the personality trait of altruism is related to a measure of extroversion and pro-social organizational behaviour, consistency in temperament and personality. (Caspi et al, 2003) and in pro-social dispositions in particular, Eisenberg et al (2002) in a study found stability in pro-social dispositions across five years in a sample of young adults and they found that these dispositions were related to ratings of empathy and pro-social responsibility taken when the adults

The result also correlates with that of Penner and his associates who focused their attention on traits they believe comprise the pro-social personality factor analysis of these traits suggest that there are two dimensions to the pro-social personality. Personality traits (Eisenberg and her associations (2002), believe to be associated with pro-social behaviours.

The second factor is the self perception that one is a helpful and competent individual (helpfulness). At a conceptual level, the two factors are quite consistent with Oliners' (1988) description of individuals who rescued Jews during the time of the Holocaust and with Colby & Damon's (1992) description of 23 individuals whom they identified as lifelong altruists or moral exemplars.

Hypothesis 2: significant difference in the personality of civil servants on pro-social behaviour.

This hypothesis states that there will be a

Variables	N	Mean	SD	X ²	df	P	Remark
Personality Types	245	62.58	22.88	92.416	12	.000	Sig
Prosocial Organizational Behaviour	245	35.41	12.69	60.514	16		

Source: Field Survey, 2018.

Result in table 2 above reveal a significant score that, there is a significant difference in personality types of civil servants who behave prosocially in some selected ministries in Benue State. (X^2 (12, 16 df) = 92.416, 60.514, $P < .01$). The stated hypothesis is therefore confirmed and accepted. The result is in line with that of George (1991). A member of the organization is ready to undergo pro-social behaviour, due to a positive mood which is instantaneous. The positive mood approach suggests that pro-social behaviour may be somewhat spontaneous in gesture resulting from individual's psychological wellbeing which is instantaneous and temporary, the positive mood and psychological wellbeing refer to a longitudinal and a stable personality trait.

According to the social exchange theory of pro-social organizational behaviour, developed by Blau (1964), pro-social organizational behaviour goes beyond specific role requirements. It is entirely on a voluntary basis and not enforceable requirement of the role itself. However, Higgmis (2002) affirms in his study on, "Does Personality provide unique explanations for behaviour?". Personality as cross-person variability in general principles, he proposes that personality does not provide a unique explanation for social behaviour.

Hypothesis 3:

This hypothesis states that, there will be a significant gender difference on pro-social organizational behaviour among civil servants.

Table 3: T-test Summary Table showing Gender Difference on pro-social Organizational Behaviour among civil servants.

Variables	N	Mean	SD	t	df	P	Remark
Male	122	34.31	8.23	-1.352	243	.178	Not Sig
Female	123	36.50	15.90				

Source: Field Survey, 2018.

Result in table 3 above shows no significant score, it shows no significant gender difference on pro-social organizational behaviour among civil servants in some selected ministries in Benue State ($t(243 \text{ df}) = -1.352$; $P < 0.5$). The hypothesis is therefore, rejected. The finding is similar to that of Nwankwo and Ofoke (2013), who examined the role of competence and gender on pro-social organizational behaviour with 160 participants revealing that, gender has no significant effect on the pro-social behaviour of workers from ministry of Health Ebonyi State, Nigeria.

Also, Ma (2005) in his work on the relationship between Gender Role Classification and Pro-social and Anti-social behaviour for 505 (Chinese adolescents in grades 7 to 12. The author, found no significant gender difference in pro-social behaviour and that pro-social behaviour was associated positively with both masculinity and femininity.

Conclusion

The study examined the influence of personality types on pro-social organizational behaviour among civil servants. As suggested, the hypotheses formulated for the study showed that personality types have significant influence on pro-social organizational behaviour and that there is no significant gender difference on pro-social organizational behaviour.

Recommendations

The study makes the following recommendations based on the findings of the study as follows;

1. Further research work should be done in the area of influence of culture, religion, and nature of self-esteem or efficacy which are factors that moderate pro-social behaviour.
2. The study also recommends that, future studies should consider the larger industry settings, society and community rather than civil servants

for a much better generalization of findings.

3. The study further recommends that both men and women should be involved in pro-social organizational behavioural activities as there is no gender restriction in this regard.
4. The study finally recommends that organizations should take into consideration personality type of individuals during recruitment, selection and placement for effective organizational performance of workers by identifying the appropriate personality type during screening and interviews of prospective employees. It is worthy to note that issues of personality type and pro-social behaviour as social behaviour have been investigated, several areas also need to be explored. More research work need to be done in the area of influence of cultural, religious, nature of self-esteem or efficacy which is factor moderating to pro-social behaviour.

Other researchers should consider the larger

industry settings, society and community rather than civil servants in selected ministries, for better generalization of findings.

Organizations, managers, and administrators should understand the better the individual personality type before employing or selecting them as workers.

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