



Influence of some demographic variables on job performance of university lecturers in Rivers State, Nigeria

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Abstract

This study examined influence of some demographic variables on job performance of university lecturers in Rivers State, Nigeria. Descriptive research design was adopted for the study. A sample of 600 university lecturers was selected for the study through purposive sampling technique. An instrument titled "Lecturers' Job Performance Scale" (LJPS) was used for data collection. The face and content validities of the instrument were established. Reliability of LJPS was determined through test-retest and 0.70 reliability coefficient was obtained. Mean, standard deviation, independent t-test, and one-way ANOVA were used for data analysis at 0.05 level of significance. Results obtained among others were that: Gender, marital status, and age do not significantly influence job performance of university lecturers while working experience significantly influence job performance of university lecturers. Based on the findings of the study, three recommendations were made among which are that: Annual assessment of lecturers' job performance by university authorities should be introduced and those who have performed excellently well should be rewarded accordingly; government should embark on urgent upward review of university lecturers' salary to compensate them for the enormous work they are doing.

Keywords: demographic variables, job performance, university lecturers, Rivers State

Introduction

The goal of education in any country including Nigeria is to equip students with new skills, tacit knowledge, cultures, attitudes, behaviors and innovative ways of solving day to day problems in life. This can be achieved through the ways workload is being managed and the service delivered by academic staff. Education is aimed at supplying the nation's economy with human capital that can convert efficiently other resources into output of high value for quality life. To attain quality education for sustainable development, the lecturers as the core instiller of knowledge should be well motivated, live a healthy life and satisfied with their job for excellent performance (Ugwu & Ugwu, 2017) [17].

Unfortunately, lecturers seem not to be properly placed on their job to improve in their job performance or service delivery. It is quite obvious in Nigerian universities particularly, that academic staff are saddled with teaching, research and administrative or community service responsibilities that are quite challenging. These have increased their workload leading to great danger in their work life.

Job performance of employees in any organization has become a major area of concern by managers. It is therefore, referred to how well employees are able to carry out their functions in order to achieve the goals of the organization for which they are employed. The university as one of such organizations hunts and retains talented lecturers to compete with other universities. However, universities like any other organizations can as well introduce and initiate policy to guide lecturer in managing their workload. This policy can include strategies to avail optimal utilization of their job performance. This can help lecturers who are ranked high in their job performance to be effective in applying the workload management strategies in their duties. This is also

to ensure that workload can be managed to enhance employee performance. Hence, this study was carried out to examine influence of some demographic variables (gender, marital status, age, and working experience) on university lecturers' job performance in Rivers State, Nigeria.

Akinmayowa and Kadiri (2014) [3] investigated the factors associated with workload among academic staff in Nigerian universities using a sample of 311 academic staff randomly selected. It was revealed that workload was significantly associated with academic staff. More so, results showed that there is no significant difference in the level of workload among academic staff with respect to gender, teaching experience and academic rank. However, significant difference was observed in the level of workload among academic staff with respect to marital status. Thabo (2010) [14] examined the factors associated with workload among university employees in Botswana using 340 participants selected through simple random technique. Results indicated that workload was associated with several aspects of the work environment such as clarity of responsibilities and physical working conditions. Multiple regression and Pearson correlation were used for data analysis at 0.05 alpha level.

Okebukola and Jegede (1989) [9] found that female lecturer experienced more workload on the job than their male counterparts. A sample 256 lecturers was selected for the study through stratified random technique. Mean, standard deviation and independent t-test were used for data analysis at 0.05 level of significance. Aftab and Khatoun (2012) [1] investigated factors and influence of workload management among teachers and found that male teachers reported more workload than their female counterparts. A sample of 330 teachers was chosen for the study through purposive and stratified random sampling techniques. Mean, standard deviation and independent t-test were used for data analysis

while a self-structured questionnaire was used for data collection.

In another study aimed at investigating stress and lecturers' workload in selected universities in the Southern part of Nigeria, Omoniyi and Ogunsanmi (2012) ^[10] found that the level of stress and workload between married and single lecturers do differ significantly; with lecturers that are single experiencing more stress and workload than their married counterparts. Mean, standard deviation and independent t-test were used for data analysis. Van Zyl and Pietersen (1999) ^[19] posited that married female academics are more likely to report more workload due to the fact that they have to perform the dual roles of both a professional career woman and that of a supportive house wife simultaneously. Ofoegbu and Nwadiani (2006) ^[7] however discovered no significant difference in the level of workload between married and single academics in public universities in Nigeria.

Dua (1994) ^[4] found that older academics would likely experience less workload as compared to the younger ones due to the fact that they might consider themselves to have reached the pinnacle of their career. This belief might tempt them to believe that there is very little or nothing left to achieve in the system. However, Paulse (2015) ^[11] found that younger academics would experience less workload than their older ones due to the absent of family responsibilities. This finding agrees with Akbar and Akhter (2011) ^[2] who found that as the age of academic increases, he or she tends to experience less job pressure. This finding is consistent with Theorell and Karasek (1996) ^[16] who found a positive relationship between the ages of university lecturers and their level of workload.

Empirical evidence seems to suggest that academic staff with less teaching experience would report more workloads than those with more teaching experience (Akbar & Akhter, 2011; Winfield & Jarret, 2001) ^[2, 20]. Ofoegbu and Nwadiani (2006) ^[7] explained that lecturers with more teaching experience might have adapted to the system over time which might explain why they tend to experience less job pressure as compared to the younger ones who are relatively new in the system. In contrary, a study by Hanif (2004) ^[5] found that academics with more teaching experience reported more workload than those with less teaching experience. The study was conducted using a sample of 184 lecturers selected through stratified random sampling technique. Mean, standard deviation, and independent t-test were used for data analysis.

Academic rank has been found to be a key factor that mediates the experience of workload in university academics (Safaria, Othman & Wahab, 2012) ^[12]. A study conducted by Dua (1994) ^[4] found that individuals employed at higher job ranks are likely to be less susceptible to the experience of workload than those employed at lower job ranks. A sample of 330 respondents was selected for the study through purposive and stratified random sampling techniques. Mean, standard deviation and independent t-test were used for data analysis at 0.05 level of significance.

Ugwu and Ugwu (2017) ^[17] conducted a study aimed at determining the relationship between demographic variables and the job performance of librarians in university libraries in South East Nigeria. A sample of 100 librarians was selected for the study through purposive sampling technique. Mean, standard deviation and Spearman's ranked order coefficient, ANOVA and multiple regression were used for data analysis at 0.05 probability level. The findings revealed

high job performance of librarians with respect to both their task and extra roles. The results of the study also showed that age, education, job position and work experience were found to be significant predictors of librarians' task-based and contextual performance with education as the most significant predictor.

Mehrad (2015) ^[6] carried out a research on the role of demographic factors on academic staff job satisfaction in Malaysian universities using 440 academic staff in Malaysian universities. Job Descriptive Index was used for data collection. Mean, standard deviation and independent t-test were used for data analysis at 0.05 level of significance. Results showed that there were significant relationships between level of education, reward, and status of designation with job satisfaction, while there were no meaningful association between gender, marital status and job satisfaction. Saleem and Imram (2014) investigated the impact of academicians' gender along with their designation, length of service, qualifications, marital status, age and sector on their job performance using a sample of 218 randomly selected for the study. Data were collected with the use of questionnaire. Regression analysis showed that there exists collectively as well as individually positive highly correlation and positive significant impact of male, younger, highly educated, married academicians on their job performance.

In a study aimed at investigating the influence of demographic characteristics on performance of academic employees at Kenyatta University in Kenya, Thakur (2015) ^[15] found that demographic characteristics influence employee performances indicated by the variations in performance achievement among different demographic categories such as age, gender and academic qualifications. Descriptive statistics and Spearman correlation were used for data analysis.

Usang, Basil, Lucy and Udey (2007) ^[18] examined academic staff research productivity in universities in south – south zone of Nigeria using a sample of 480 academic staff drawn from a population of 3120. Academic Staff Research Productivity Inventory was used for data collection, mean, standard deviation and contingency chi-square analyses were used for data analysis. Results showed that male and female academic staff differed significantly in their research productivity; married and single academic staff differed significantly in their research productivity, and there is a significant influence of areas of specialization on academic staff research productivity.

Problem of the Study

The present researchers have observed variations in the job performance of university lecturers in Rivers State. While some lecturers are very committed, devoted and highly productive, others are performing below average with little or no commitment to their job. The problem of this research therefore was to examine the influence of some demographic variables on job performance of university lecturers in Rivers State, Nigeria.

Purpose of the Study

The purpose of this study was to examine the influence of some demographic variables on job performance of university lecturers in Rivers State, Nigeria. Specifically, this study sought to achieve the following objectives:

1. Determine the influence of gender on job performance of university lecturers.

2. Verify the influence of marital status on job performance of university lecturers.
3. Ascertain the influence of age on job performance of university lecturers.
4. Examine the influence of working experience on job performance of university lecturers.

Research Questions

The following research questions guided the study:

1. To what extent does gender influence job performance of university lecturers in Rivers State?
2. To what extent does marital status influence job performance of university lecturers in Rivers State?
3. To what extent does age influence job performance of university lecturers in Rivers State?
4. To what extent does working experience influence job performance of university lecturers in Rivers State?

Hypotheses

The following hypotheses guided the study

1. Gender does not significantly influence job performance of university lecturers in Rivers State.
2. Marital status does not significantly influence job performance of university lecturers in Rivers State.
3. Age status does not significantly influence job performance of university lecturers in Rivers State.
4. Working experience does not significantly influence job performance of university lecturers in Rivers State.

Research Methodology

This study adopted descriptive survey design. The population of this study consisted of all lecturers of University of Port Harcourt and Rivers State University, Nkpolu, Port Harcourt. The population of academic staff in both universities as at the time of this study was 2026. The population of lecturers in University of Port Harcourt was 1450 according to the report of Establishment Department, University of Port Harcourt 2018 and 576 from Rivers State University Establishment Department report, 2018 respectively.

The sample size of the study was 600 university lecturers. This figure represented 29.6% of the total population from University of Port Harcourt and Rivers State University. The purposive sampling technique was used to select 400 lecturers each (both male and female) from University of Port Harcourt and 200 academic staff each (both male and female) from Rivers State University for this study. The instrument used for data collection in this study was Lecturers’ Job Performance Scale Questionnaire (LJPS). To ensure face and content validity of the instrument, the instrument was presented to three experts in the area of measurement and evaluation. All corrections were incorporated before producing the final draft.

For the purpose of the present study, the reliability of the instrument titled Lecturers’ Job Performance Scale (LJPS) was determined by the researcher through test retest. The instrument was administered to the respondents through direct delivery method. However, the researchers administered the instrument directly on the respondents, with the help of one research assistant chosen from each of the universities selected for the study. Filled copies of the instrument were retrieved by the researchers on the same spot to ensure 100% retrieval case. However, retrieved instruments were scored and collated for data analysis. Mean,

standard deviation, independent t-test, and one-way ANOVA were used for data analysis at .05 alpha level.

Results and Discussion

Research Question One: To what extent does gender influence job performance of university lecturers in Rivers State?

Hypothesis One: Gender does not significantly influence job performance of university lecturers in Rivers State.

Table 1: Independent t-test of the means of university lecturers’ job performance by gender

Gender	N	\bar{x}	Std	Df	Alpha level	P-Val	Remark
Male	397	54.65	6.32	598	.05	.307	Accepted
Female	203	54.08	5.24				

Table 1 shows that $p > 0.05$ hence hypothesis one which states that gender does not significantly influence job performance of university lecturers is accepted.

Research Question Two: To what extent does marital status influence job performance of university lecturers in Rivers State?

Hypothesis Two: Marital status does not significantly influence job performance of university lecturers in Rivers State.

Table 2: Independent t-test of the means of university lecturers’ job performance by marital status

Gender	N	\bar{x}	Std	Df	Alpha level	P-Val	Remark
Male	545	47.81	5.55	598	.05	.252	Accepted
Female	55	47.68	4.98				

Table 2 shows that $p > 0.05$ hence hypothesis eight which states that marital status does not significantly influence job performance of university lecturers is accepted.

Research Question Three: To what extent does age influence job performance of university lecturers in Rivers State?

Hypothesis Three: Age status does not significantly influence job performance of university lecturers in Rivers State.

Table 3: Summary of ANOVA of the influence of age on job performance university lecturers

	Sum of squares	Df	Mean Square	F	P-Val
Between Groups	47.546	2	21.366	.327	.142
Within Groups	11336.117	597	48.764		
Total	12383.663	599			

Table 3 shows that the sum of squares are 47.456 and 11336.117 while the mean squares are 21.366 and 48.764, with degrees of freedom of 2 and 597. The F-value of .327 is not significant at .142 when subjected to probability level of .05. Therefore, the null hypothesis is accepted. By implication, age does not significantly influence job performance of university lecturers.

Research Question Four: To what extent does working experience influence job performance of university lecturers in Rivers State?

Hypothesis Four: Working experience does not significantly influence job performance of university lecturers in Rivers State.

Table 4: Summary of ANOVA of the influence of working experience on job performance of university lecturers

	Sum of Squares	Df	Mean square	F	P-Val
Between Groups	28.654	2	19.651	.043	.000
Within Groups	12365.286	597	46.973		
Total	12393.940	599			

Table 4 shows that the sum of squares are 28.654 and 12365.286 while the mean squares are 19.651 and 46.973, with degrees of freedom of 2 and 597. The F-value of .043 is significant at .000 when subjected to probability level of .05. Therefore, the null hypothesis is rejected. By implication, working experience significantly influence job performance of university lecturers.

Discussion of Findings

Gender and job performance of university lecturers

Analysis of data on research question eight showed that male university lecturers obtained mean (\bar{x}) score of 54.65 and standard deviation (SD) score of 6.32, while the female university lecturers had mean (\bar{x}) and standard deviation scores of 54.08 and 5.24 respectively. By this result, it was revealed that gender does not influence job performance among lecturers of universities. More so, on the application of independent t-test, it was found that gender does not significantly influence job performance among university lecturers.

The result was much expected because many people believe that lecturing job is not gender based hence males and females employed as lecturers may perform excellently well on the job not necessarily due to their gender. This may have influenced the present finding. This present finding supports Ibezim (2012) who in his study to examine the relationship between job satisfaction and work performance of primary school teachers in Imo State using a sample of 420 respondents selected through simple random sampling technique found that no significant difference existed in the area of gender. However, this present finding disagreed with Sofoluwe, *et al.* (2015) [13] whose study revealed that gender significantly influenced academic staff performance in tertiary institutions in Anambra State.

Marital status and job performance of university lecturers

Analysis of data on research question nine showed that university lecturers who are married obtained mean (\bar{x}) score of 47.81 and standard deviation (SD) score of 5.55, while their counterparts who are not married obtained mean (\bar{x}) and standard deviation scores of 47.68 and 4.98 respectively. By this result, marital status does not influence job performance among lecturers of universities. More so, on the application of independent t-test, it was found that marital status does not significantly influence job performance of university lecturers.

The fact that job performance of university lecturers is not

significantly influenced by their marital status is an indication that they may be satisfied with the conditions of their job. This present finding is in agreement with Ofoegbu and Nwadiani (2006) [7] whose study revealed that marital status has no significant influence on job attitude among workers. However, this present finding disagrees with Omoniyi and Ogunsanmi (2012) [10] whose study revealed that marital status significantly influence university lecturers’ workload.

Age and job performance of university lecturers

Analysis of data on research question ten revealed that university lecturers within the age bracket of 45-55 have mean score of 51.7657 slightly above those who are less than 45 years and finally, those university lecturers who are 56 years and above. By this result, age does not influence job performance among lecturers of universities. More so, on further statistical analysis through the deployment of analysis of variance, the influence of age on job performance among university lecturers was not statistically significant at .05 level of significance. However, this present finding disagrees with Dua (1994) [4], Paulse (2015) [11], and Akbar and Akhter (2011) [2] who found that as age of an academic increases, he or she tends to experience job pressure.

Working experience and job performance of university lecturers

Analysis of data on research question eleven showed that university lecturers with 21 years working experience and above have mean score of 59.5764, those with 11-20 years of working experience have mean score of 45.6342, while those university lecturers with 1-10 years of working experience have mean score of 41.5779. By this result, working experience influence job performance of university lecturers. More so, on further statistical analysis through the deployment of analysis of variance, the influence of working experience on job performance of university lecturers was found to be statistically significant at .05 alpha level.

The fact that university lecturers with 1 – 10 years of working experience were rated the lowest is an indication that how an individual university lecturer performs his/her job to a very large extent may depend on how long one has been on the job. Those who have spent many years lecturing in the universities may have gained sufficient knowledge from workshops, seminars, conferences, etc. on how to do their work more effectively. This may have influenced this present finding. However, this present finding is in agreement with Akbar and Akhter (2011) [2].

Recommendations

Based on the findings and conclusion of this study, the following relevant recommendations were made:

1. Admission of students into various programmes of universities in Nigeria should be done based on available infrastructure and manpower.
2. Annual assessment of lecturers’ job performance by university authorities should be introduced and those who have performed excellently well should be rewarded accordingly.
3. Finally, government should embark on urgent upward review of university lecturers’ salary to compensate them for the enormous work they are doing.

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