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PSYCHO-SOCIAL DETERMINANTS AS PROGNOSTIC INDICATORS OF MORTALITY AMONG OYO STATE GOVERNMENT WORKFORCE

BY

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Abstract

This study examined psycho-social determinants as prognostic indicators of mortality in the Oyo State government workforce. The study adopted a descriptive survey design method among 400 government workers in the state via multistage sampling procedure. The population for the study comprised Oyo state workforce. Four hypotheses were formulated and tested at 0.005. Data were collected with an adapted questionnaire covering work stress, work-life balance, job satisfaction, and social support. Reliability was confirmed (r=0.78, test-retest). The data collected were analysed using a multiple linear regression. The results showed that higher job satisfaction (β= -0.13, t= 2.31, P< 0.05) and greater social support (β= -0.17, t= 3.01, P< 0.05) were significantly associated with reduced mortality. In contrast, workplace stress (β= -0.63, t= -0.23, P> 0.05) and work-life balance (β= -0.04, t= -0.71, P> 0.05) did not show a statistically significant effect on mortality. These findings concluded that job satisfaction and social support are important predictors of mortality whereas work stress and work-life balance did not significantly influence mortality risk in the studied. It was recommended that workplace environment should be stress free, and other working conditions too should be made comfortable by both the government and heads of every work sector among others.

Keywords: Psycho-social, Social support, Job satisfaction and Workers

Introduction

From the inception of man, and as stated in one of the Holy Scriptures (The Holy Bible), the wages of sin is death. Since Adam has taken the forbidden fruit from Eve, God has made mortality an inevitable event for all mankind. However, as much as man is destined to leave this world, premature mortality could be averted by taking into cognizance his health and physical pressures that could pose a threat to his longevity. The International Labour Organization (ILO), (2023) stressed that approximately 340 million work-related accidents and 160 million cases of work-related illnesses are reported globally every year. These figures are revised periodically and are expected to rise in the future. Nigeria, with a population exceeding 180 million, boasts the largest workforce and labour resources in Africa, at a rate of 1.95 per 1,000 people.

In recent years, the rising mortality rate among government workers has become a growing concern. Despite the perception of government jobs as stable and secure, employees in these roles are facing serious health challenges that contribute to high mortality rates. While some of these issues stem from physical health conditions. A growing body of research identifies psycho-social factors as significant contributors to this troubling trend. Psychosocial related factors such as inability to get help from people around among others have been linked to various health problems such as anxiety and depression, which could pose a risk to high changes of life mortality (Chu et.al, 2018). Government workers' physical and mental health suffers as a result of work-life balance issues, job

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discontent, stress at work, and a lack of social support (Adigwe et al., 2023). According to the World Health Organisation (WHO) (2023), mental health is a state of well-being in which a person is able to manage everyday stressors, work effectively, reach their full potential, and give back to their community. Moronkola (2013) further outlines characteristics of good mental health, which include: the ability to forgive oneself and others, considering the interests of others alongside one's own, respecting others' opinions and rights, and addressing problems as they arise. Therefore, government workers can be considered mentally healthy when they maintain a balance between their life activities and demonstrate a strong capacity for psychological resilience.

Workplace stress is an increasing concern for both individuals and organizations due to its significant effects on mental and physical health. According to World Health Organisation, WHO (2019), job stress is the reaction people may have when they are faced with expectations and pressures at work that are out of proportion to their skills and expertise and that make it difficult for them to handle. Globally, workplace stress is recognized as a major threat to both employees' well-being and organizational productivity. Employees under stress are more likely to experience illness, demotivation, inefficiency, and unsafe working conditions (Cox et al., 2015). The study of stress must account for a range of factors, as stressors can emerge from various aspects of life, including material, physical, emotional, social, intellectual, and spiritual dimensions (Yakubu, 2020). Yakubu (2020) in a study showed that long-term exposure to stress at work, when paired with other psychological factors, has been linked to a number of negative health outcomes, according to research. Among these are elevated rates of anxiety, sadness, and burnout, all of which have the potential to be fatal. Furthermore, a higher risk of physical health ailments such as musculoskeletal illnesses, cardiovascular disease, and gastrointestinal problems are linked to job stress (The European Agency for Workplace Safety and Health, 2019).

Job satisfaction plays a crucial role in an individual's personal and social well-being, as it positively influences social adjustment and overall life satisfaction. On the other hand, job dissatisfaction can negatively affect both physical and emotional health (Inayat & Khan, 2021). Job insecurity characterized by uncertainty about the future of one's employment has been linked to adverse health outcomes, including coronary heart disease, which can eventually lead to death. The relationship between job satisfaction and employee performance has been well documented. However, research suggests that while job satisfaction contributes to overall well-being, it does not necessarily guarantee high performance. Even employees who experience high levels of job satisfaction may not always be top performers (Yanchovska, 2021)

The social determinants of health (SDH) have drawn the attention of health educators as an important tool in the promotion of health. Emotional, practical and informational support that people might utilise or get is commonly referred to as social support. It can be assessed subjectively by looking at how people are considered to assist an individual, as well as objectively by looking at things like marital status, relationships with friends and family, religious affiliation, and group participation (Thoits, 2011). Research has demonstrated that middle-aged and older populations typically have lower levels of social support, and that lower levels of social support are linked to worse physical and mental health. Lack of social support is linked to a higher risk of incident coronary heart disease, depression, and cognitive and functional decline, all of which can lead to death (Hasek et al., 2022).

Today in Nigeria, the economic situation is on the downturn. Prices of goods, food items and the costs of transportation are on the high side as a result of subsidy removal. To make ends meet in every household has become worrisome, and for workers to get to their various places of work is a problem. These lingering issues have led many to unbearable stress, which has resulted in depression and some other non-communicable diseases, thus posing a threat to the health of people who are to provide quality service at work. The World Bank (2020) stressed that an average Nigerian lives on 1.9 dollars per day, and this accounts for 40.1% of the population living in abject poverty. According to Habib (2024), the president of the Nigeria Labour Congress (NLC) pointed out that Nigerians have turned into scavengers as a result of the nation's increasing economic hardship. Odoh and Waheed (2024) submitted that Nigeria's severe economic hardship has persisted in frustrating a large number of Nigerians. For instance, hunger caused by rising food and essential material prices spreads throughout the nation, and low purchasing power exacerbates the situation to the point where many people suffer from poor health and, worse, pass away too soon.

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Statement of the Problem

The health status and general well-being of employees are crucial to the efficiency and sustainability of any sector in the labour force. Despite the efforts of the government to improve the health care system at all tiers (primary, secondary and national), as well workplace safety; it is worrisome that the incidence of ill-health, absenteeism, decline in productivity, and premature mortality is among the workforce. This not only weakens the productivity of employees, but also burdens health care resources and socio-economic development. Most studies in Nigeria focused on the clinical risk factors such as hypertension, diabetes, leaving a dearth of information on the psycho-social aspect of occupational health. The high mortality among government workers is showing great concern and warrants questions about the underlying causes that contribute to this alarming trend. While some health conditions and environmental factors are often considered, the role of psycho-social factors remains unknown, such as stressful working conditions, job insecurity, poor work-life balance, and lack of adequate mental health support, which may be influencing both the physical and mental well-being of government employees. For instance, some observed cases of mortality were recorded among government workers at Emmanuel Alayande University of Education and other parastatals within the state, in which these incidences could be attributed to a lack of support. Therefore, the researchers investigated psycho-social determinants as prognostic indicators of mortality in the Oyo state government workforce

Objective of the Study

1. To evaluate psycho-social determinants (workplace stress, job satisfaction, work-life balance, and social support) as prognostic indicators of mortality in the Oyo State Government Workforce

Hypotheses

1. Workplace stress will not be a significant prognostic indicator of mortality among the Oyo State Government workforce.
2. Job satisfaction will not be a significant prognostic indicator of mortality among the Oyo State Government workforce.
3. Work-life balance will not be a significant prognostic indicator of mortality among the Oyo State Government Workforce.
4. Social support will not be a significant prognostic indicator of mortality among the Oyo State Government workforce.

Methodology

This study adopted the descriptive survey research design. The population for the study consisted of government workers within Oyo state, such as workers in the health sector, schools, ministries, among others. Oyo state has an estimated population of 8,852,192, from which 2% are in the working class, which accounts for 177,044 (Oyo State at a glance, 2020). A total of 400 state government workers were selected using the table formulae. The multi-stage sampling procedure was used for this study. Out of the three senatorial districts (SD) in the State, one SD was selected using a simple random sampling technique. From the SD selected, four Local Government Areas (LGAs) were selected using a simple random sampling technique. Furthermore, from each LGA, 100 state government workers were selected using a simple random sampling technique. A validated instrument was adapted for the study and prepared on a four likert scale of Strongly Agreed (SA), Agreed(A), Disagreed (D) and Strongly Disagreed (SD). The instrument used was tested for reliability using a test-re-test method on 40 respondents who were not part of the study with an interval of two weeks and the scores were compared using Pearson moment correlation coefficient which yielded 0.78 and was considered high enough for the study. The data collected were analysed using percentage of frequency count and multiple linear regressions to test the null hypotheses.

ISSN 2736-0091
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Results

Regression Analysis of the evaluation psycho-social determinants (work place stress, job satisfaction, work life balance, and social support) as prognostic indicators of mortality in the Oyo state government workforce

Table1: Model Summary

Predictors: (Constant), SS, WPS, WLB, JS

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change

Table 2: Coefficients table

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
	B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
(Constant)	13.197	.873		15.125	.000	11.482	14.912		
WPS	-.041	.034	-.063	-1.196	.233	-.109	.027	.876	1.141
JS	-.091	.039	-.132	-2.305	.022	-.168	-.013	.745	1.342
WLB	-.017	.024	-.037	-.714	.475	-.064	.030	.911	1.098
SS	.118	.038	.173	3.080	.002	.043	.194	.782	1.280

a. Dependent Variable: HM

To analyze the hypotheses, the multiple linear regression analyses of 95% confidence intervals were used. The analysis showed a good model fit. F: (3,394) = 3.46, $p<0.05$, Adjusted R2=0. 03 and R2= 0.03. The analysis revealed that Job satisfaction's influence on high mortality was statistically significant (β=-0.13, t= 2.31, P< 0.05); therefore, the hypothesis was rejected. The results also revealed that social support's influence on high mortality was statistically significant (β= -0.17, t= 3.01, P< 0.05); hence, the hypothesis was rejected. Furthermore, the analysis revealed that workplace stress's influence on high mortality was not statistically significant (β= -0.63, t= -0.23, P> 0.05), indicating that the hypothesis is accepted. Finally, the analysis shows that work-life balance's influence on high mortality is not statistically significant (β= -0.04, t= -0.71, P>0.05), which implies that the hypothesis is accepted.

Discussion of the Findings

The study evaluated psycho-social determinants (workplace stress, job satisfaction, work-life balance, and social support) as prognostic indicators of mortality in the Oyo State government workforce; this was with a view to enhancing the well-being of the entire workforce in the study Area. The findings from this study revealed that job satisfaction and social support influenced high mortality in the study area. Notably, when one feels dissatisfied about one's daily engagement in terms of work that brings a means of living, the mental and emotional state will be disturbed, which could call for several health challenges, such as overthinking; overthinking triggers blood pressure, blood pressure might lead to stroke among other health related illness which the residual effects could be mortality. This, corroborates with Fuyuang et al. (2025) in their study conducted in China with 1,067 respondents found out that there were low levels of social support from workers' superiors and colleagues, a poor level of general health due to high stress levels, to the extent that some workers take office jobs home to meet with deadlines, which causes them sleep disturbances.

Similarly, the findings of Inayat and Khan (2021) that job dissatisfaction affected both physical and emotional health, which is in line with the findings of this study. Also, the ILO (2023) posited that social factors that pose hazards to health are things that increase the risk of threat to health, such as workload, organizational culture,

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work-life balance, and interpersonal relationships with others at work, which were in line with the findings of the study.

Also, the findings also showed that workplace stress and work-life balance did not influence high mortality. These findings negate the results from the study of Hanafiah, et.al (2023) in their study who found out that work place stress is a recurring challenge in occupational establishments which have harmful effects on both cardiovascular diseases, muscular and skeletal disorders accrue from too much undue stress emanated from work-related stress and that of Godwin et.al., (2022) in their study opinionated that work place stress has been prevalent problems which have been posing negative effects on the individuals experiencing it. The variance could arise from the fact that the world is growing from analogue to digital, and technology has taken over what thousands of men can do under pressure at the click of a computer system in one's comfort zone.

Conclusion

Based on the findings from the study, it was concluded that psycho-social factors of job satisfaction and social support were prognostic indicators of high mortality among the Oyo state government workforce population while work –life balance and work place stress were not prognostic indicators of high mortality in the study area.

Recommendations

It is recommended that:

i. Workplace environment should be stress free, and other working conditions too should be made comfortable by both the government and heads of every work sector like provision of necessary amenities at work; this might induce satisfaction to what the employees are charged with
ii. Relationship among employees within the work force should be healthy in the situation of emergency; ones an employee knows he or she could reach out to someone at work for assistance, it gives a sense of relieve from tension that can mar their health.
iii. Government should make provision for emergency call like the 911 that is obtainable in the western world in case of distress. This will afford an individual the opportunity to reach out for support

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