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INFLUENCE OF ROLE CONFLICT, PROMOTION ANXIETY AND FINANCIAL STRESS ON PRODUCTIVITY AMONG MARRIED FEMALE RESEARCH SCIENTISTS IN OYO STATE, NIGERIA

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ABSTRACT

Productivity is very crucial to the sustenance and forward movement of any establishment. It has been observed that there are various factors that can hinder productivity among employee in an Organization. Hence this study focused on influence of role conflict, promotion anxiety and financial stress on productivity among married female research scientists in Oyo state. The survey was conducted on sixty (80) married female research scientists selected from four research institute in Ibadan, using a two-stage random sampling procedure. A structured questionnaire known as Role Conflict, Promotion Anxiety, Financial Stress and Productivity (RCPAFSPR) was used in collecting data. The reliability of the instrument was established using Cronbach Alpha, the resulting reliability was 0.86. The data collected was subjected to Pearson moment correlation and regression analysis. It was observed that there were positive relationships between role conflict and promotion anxiety and financial stress and promotion anxiety. The three variables jointly contributed to the married female research scientists' productivity. The relative contribution of each variable shows that only role-conflict and financial stress contributed significantly. It is, therefore, recommended that One-on-one mentoring should be given to married female research scientists to provide them opportunity to ask questions, obtain feedbacks and invaluable advice about how to manage the demands of a work/life balance from mentors.

KEY WORDS

Role-conflict, promotion anxiety, financial stress, productivity, married female research scientists.

In recent times, factors affecting productivity of workers, the married female research scientist inclusive are not only a widespread phenomenon but also are of different dimensions. Role conflict is a major factor. It is bidirectional; it can be family-work role conflict or work-family role conflict. Family-work-role conflict, according to the study refers to differing requirements of two or more roles that must be played at the same time, usually a work role and non-work role are often in such conflict (Luthans, 2002). Work-family conflict is a form of inter role conflict in which role pressures from work and family domains become an obstacle to employees' job performance (Ogbogu, 2013). The married female researcher, especially that of the child-bearing, though capable of making invaluable contribution and enhance the image of the research institute is saddled with the role of being a worker, a wife, a mother, a child and sometimes sandwiched between the role of caring for siblings and other dependents. Combining these roles can indeed be tasking and cumbersome; if care is not taken there is a conflict in roles. According to Robert and Robert (2011) the overwhelming volume of research in favour of women in regard of role conflict, is founded on the concern over the conflicting role of women, as both mothers/wives and workers. Corroborating this



position, Gambles, Lewis and Rapoport (2012) confirm that the gender bias in favour of women is further strengthened by the need to understand how the progressive dynamics in technology affects work-family interactions for an increasing number of women in the global workforce. Also, there is research evidence that work roles are more likely to interfere with family roles than the family roles are likely to interfere with work roles (Ugoani & Ewuzie, 2012, Ugoani, 2015b). Work-family role conflict generates some kind of instability that undermines the female worker's capacity to perform her daily tasks effectively and is worse with women more children and less spousal/ family support or other forms of social support (Apodiari and Lasisi, 2016). There are several characteristic aspects of employment in a research institute that impact on work and family roles. For instance, research scientists facing review for promotion are expected to demonstrate high levels of competence in cutting edge research and publishing the outcomes in high impact factor journals (Finkel and Olswang, 1996). A lot of time is spent in this aspect coupled with the multitude of job responsibilities that must be managed on a daily basis which range from being a research scientist, trainer, editor, consultant to being a committee member etc. Such multiple responsibilities that do not overlap create a sense of dissonance (Holton and Sonnet, 1996). Hence usually at work female employees are affected more by stress than male employees (Shah, 2003).

Promotion of a researcher like that of an academic staff from a lower rank to a higher one is an indication that the staff has shown evidence of scholarship and effective performance in all the criteria for promotion as stipulated by the ministry policy. However, according to Owuamanam and Owuamanam (2008), assessment of productivity in Nigerian research institute similarly to the universities is based mainly on research and publications rather than teaching and training competence alone, and consequently, advancement in the job depends mainly on the individual's research output. Similarly, the respondents in a study by Drennan and Beck (2000) indicated that while learning institution stated policies are to assess a research or academic staff for promotion on the basis of his or her ability in three main criteria – teaching/ training, administration and research - it was the latter which appeared to be attributed the greatest weighting. With the new promotion policies, the number of publications required for promotion has been subject to change from year to year. Not having a clear definition of what is expected of a research scientist, in terms of research, can be an impetus for anxiety ((Higgins and Kotlik, 2006). Recently there is a sudden huge increase in the number of publications necessary to get promoted in some research institute in Nigeria. The expected number of publications and some other criteria like where a journal is published, the volume of journal, bagging a PhD. have kept some researchers on the same spot for many years. Some journals, where researchers have earlier published and accepted have also been tagged as predatory, leading to a reduction in the number of their publications and wasted financial effort. Regardless of what the procedure for promotion entails, the incentives and reward system operating in research institutes has often been associated with staff motivation and productivity. Salmuni, Mustaffa and Kamis (2007) assert that the most attractive reward perceived by the staff is still promotion and that promotion will improve the staff objective and performance, Santhapparaj and Alam (2005) found that promotion has a positive and significant effect on job satisfaction. In line with this view, Ubeku (1975) had earlier asserted that promotion brings along with it not just more money, but also a mark of recognition of an individual's performance and that the motivating effect of promotion is high.

The heightened emphasis placed on scholarly productivity through research may promote anxiety associated with scholarly research productivity of research scientists. The "publish or perish" atmosphere accompanying research often generates questions regarding confidence in one's ability to not only confidently conduct meaningful research, but also to develop a solid and statistically sound research study. The pressures do not stop there, once a study has been developed and conducted, the researcher's next goal is persuading editors of reputable journals to publish the findings. Generally, the process involves sending a manuscript off for a blind, peer review of the study. Anxiety can certainly be expected when one's work is judged and critiqued by peers. Further, the critique holds the key for future



promotions and/or tenure, thus elevating possible anxiety for the researcher (Higgins and Kotrlik, 2006). It becomes paramount that the researchers must be confident in the methods of research and the appropriate application of statistics or other methodology in analyzing data collected for research studies. All this might lead to some type of promotion anxiety among researchers in the institute. Promotion anxiety is a feeling of unease, such as worry or fear, that can be mild or severe over moving to the next level at work. Anxiety is explained as the manner in which a person reacts or response to stress, accept and interpret it. In this view, stress is seen as a journey to anxiety thus anxiety is an outcome of stress and it how an individual handles stress (May, 2015). The “dangers and misfortunes” are thus related to not receiving promotion and tenure, stress related to a lack of confidence in one's ability to conduct valid and reliable research, departmental demands, and the anxiety related to peer reviews in the publishing process (Higgins and Kotrlik, 2006). A level of anxiety is good and needed by everyone to progress but can be bad when it is hard to control the worries in such a way that it can tamper with daily living activities especially productivity or performance at work.

Ever since the Nigerian economy is facing a lot of problems which has put various families into financial stress, women especially the educated and the financially stable ones are bracing up to the financial challenges especially as regards basic physiological needs (Ekpo, 2004 and Oguonu, 2008). Bray (2001) defined financial stress as the difficulty that an individual or household may have in meeting their basic financial commitments due to a shortage of money. Financial stress can be defined as a condition that occurs whenever income is less than desired spending (Othman, Sipon, 2014). It may also be defined as the inability to meet one's financial obligations, but can also include psychological or emotional effects (Heckman, Lin and Montalitu, 2014). Financial stress differs from one class to another. Taylor (1995) describes stress as a negative emotional experience accompanied by predictable biochemical, physiological, cognitive and behavioural changes that have drastic effect on employees, as well as researchers. Stress influences both positively and negatively. At initial stage it influences positively by motivating employees but if it is consistent for long time, it influences the people in negative way through increasing frustration, anxiety and tardiness (Onori and Angola, 2008). According to Salami *et al.* (2010), stress of any sort, even financial directly affects the employees' performance and both are mutually related to each other. Financial problems affect people in various walks of life. Not only is the family life effected but financial problems affect productivity in the job market also. A worker with financial problems experiences lack of concentration resulting in poor quality or quantity of work, fatigue due to stress, becomes more accident prone and exhibits higher grievance rates (Bailey, 1986). Financial stress can have an everlasting effect on an individual in a very many ways. Research has documented the following negative outcomes of financial stress: depression, anxiety, employees' productivity, poor health and difficulty persisting towards getting promoted. Financial problems often affect an individual's level of work productivity and personal relationships (Bailey, Woodel, Turner and Young, 1998). Financial stress is commonly experienced among workers and is associated with adverse mental health and physical health outcomes. According to Ayeni (2007), there were almost 3.5 million female-headed households in Nigeria, household of married female scientists inclusive, posing serious challenges for such households in terms of support systems. Hence financial stress may be prevalent among researcher in research institutes in Nigeria. These financial constraints could turn into stressors that could affect not only the health of the research scientist but also their roles and productivity which invariably slows down progress. The married female research scientist is equally important in the achievement of the national goals of research institute; hence there is a need to be put in the right shape.

Research Productivity is combination of two words “Research” and “Productivity”. “Research” means very careful, observant, and vigilant study or investigation of phenomena, particularly to search and find out new particulars, information and facts, while “Productivity” means production or output, produced in duration of time. With reference to research institute, research productivity means, publications of papers in professional journals, in



shape of books or presentation of research papers in conference proceedings. (Iqbal and Mahmood, 2011) Research productivity is very important in the appointment and promotion of academic staff of the institutes as it is spelt out in the schemes of service governing their appointments and promotions. By virtue of their work and positions, apart from educational qualifications and cognate experience, they are required to get appointments and promotions on evidence of satisfying research publications in reputable journals, conference proceedings and seminar papers. The numbers of publications vary with different academic positions in the research institutes and possession of Ph.D. in relevant field is a prerequisite for appointment of Principal Research Officer in these research institutes (Federal Republic of Nigeria, 2000). The importance of research productivity in the career advancement and prestige of researchers in these institutes is quite obvious as such it is not taken with levity by research scientists and employers, so the popular saying that “publish or perish” that is said in academics is also practiced in the research institutes in the South-West, Nigeria. There is a wide spread interest in improving the level of poor attitude to work in corporations. Apart from the economic benefits of better preparing workers for unprecedented demands of modern workplace, there are also social benefits tied to improving performance. The resulting high turnover would predict the need for even more training that would then have a direct impact on the bottom line of any business.

Moreover, poor performance reviews due to inadequate job training can produce employee dissatisfaction and conflict, and negative attitude (Truitt, 2012). Long *et al.* (2012) suggested that People are seeking many ways of live that is meaningful and less complicated and this new lifestyle actually has an impact on how an employee must be motivated and managed. It is obvious that research productivity is germane to prestige and career progression of academic staff in the research institutes in South-West, Nigeria. In spite of the relevance of research productivity, it is observed that the level of research productivity of academic staff in Nigeria, including academic staff in research institutes is abysmally low. This undesirable situation has been observed with great concern by the researcher and this assertion was corroborated by Onilude & Apampa (2010); (Yusuf, 2012). Okebukola and Solowu (2001) The observed low research productivity level, no doubt would have been affecting prestige and career advancement of academic staff in the research institutes in South-West Nigeria negatively The consequence of role conflict, promotion anxiety and financial stress, is that workers’ productivity will be affected and it is obvious that productivity moves an establishment forward. In order to avoid this unhealthy situation of poor job performance and low productivity, a comfortable and appropriate working environment that reduces role conflict as a result of promotion anxiety and financial stress and suits humans’ needs should be provided (Asmui *et.al* 2012). Long, Perumal and Ajagbe (2012) noted that the role and support of top management is also critical and important criteria in ensuring a robust and good employee relation management system in place.

There have been studies conducted on role conflict and job performance among women bank employees (Apodiari and Lasisi, 2016) but it has not been researched to the same extent with married female researchers. This study therefore assumes that female academics more than men experience a high level of work-family conflict, promotion anxiety and probably some financial stress because of the socio-cultural expectations regarding women’s role in the family as well as the lack of support and understanding of family issues at the institutional levels. Despite the huge and substantial body of literature on the intersection of work and family, little attention has been paid to understanding work-family conflict experiences of female research scientists in Nigerian Research Institutes. Hence this study examines the influence of the role conflict, promotion anxiety and financial stress on productivity among married female research scientists in Oyo State.

The main objective of this study is to examine the influence of the role conflict, promotion anxiety and financial stress on productivity among married female research scientists in Oyo State

Specific Objectives:

1. To assess the relationship between role conflict and promotion anxiety of the married female research scientist;



2. To examine the relationship between financial stress and promotion anxiety of the married female research scientist;
3. To verify the joint contribution of role conflict, financial stress and promotion anxiety on productivity of the married female research scientist;
4. To investigate the relative contribution of role conflict, financial stress and promotion anxiety on the productivity of the married female research scientist.

Hypotheses:

1. There is no significant relationship between role conflict of married female research scientist and their level of promotion anxiety;
2. There is no significant relationship between the level financial stress of married female research scientist and their level of promotion anxiety.

The study also answered two research questions

Research Questions:

1. What is the joint contribution of role conflict, financial stress and promotion anxiety on productivity of married female research scientist in Oyo state?
2. What is the relative contribution of role conflict, financial stress and promotion anxiety on productivity of married female research scientist in Oyo state?

The result of the study is based on two hypotheses.

METHODS OF RESEARCH

Correlational survey was adopted for this study. Correlational survey seeks to establish the relationship that exists between two or more variables. It does not involve manipulation of variables; rather, it entails the collection of data to describe existing phenomena. The study was carried out in four (4) research institutes in Ibadan, namely Forestry Research Institute of Nigeria (FRIN), National Horticultural Research Institute (NIHORT), Nigeria Social and Economic Research Institute (NISER) and Cocoa Research Institute of Nigeria (CRIN). The target population for this study comprised all married female research scientists. The reason for this chosen population is because they form the group supposed to be most affected by role conflict. A two stage random sampling procedure was used to select the sample for this study. In the first stage, four (4) research institutes were selected in Ibadan. In the second stage, 20 married female research scientists were selected from each research institute, making a total of eighty (80) married female research scientists.

Two (2) hypothesis and two (2) research questions guided the study. A structured questionnaire known as Role Conflict, Promotion Anxiety, Financial Stress and Productivity (RCPAFSPR) was used in collecting data. The questionnaire consisted of five (5) sections, A, B, C, D and E. Section A consisted of respondent's demographic variables. Section B consisted of 20 items used to elicit information on respondents' level of role conflict. Section C comprised of 20 items that sought information on respondents' level of promotion anxiety. Section D consisted of 13-items focused on measuring the level of financial stress in respondents. While Section E consisted of 12 items measuring the level of productivity of the respondents. All responses were measured on a four-point scale (strongly agree, agree, disagree and strongly disagree). The instrument was shown to experts who corrected the errors before it was trail tested. The reliability of the instrument was established using Cronbach Alpha the resulting reliability was 0.86. The questionnaire was administered to eighty (80) married female research scientists who were selected for this study. All the eighty (80) questionnaires were retrieved back but two of them were invalid and were not used, so seventy-eight (78) questionnaires were used. Married female research scientists' responses were scored and data collated were analysed using Pearson moment correlation and regression analysis.

RESULTS OF STUDY

Hypothesis 1: There is no significant relationship between role conflict of married female research scientist and their level of promotion anxiety.



Table 1 – Correlation coefficient showing relationship between role conflict of married female research scientist and their promotion anxiety

S/N	Result relationship	Correlation	Sig	P-Value
1	Conflict and promotion anxiety	0.458	0.000	0.01

*Sig at the 0.05 level.

Table 1 show a correlation coefficient (r) of 0.458 and P-Value of 0.01 which reveal that there is positive relationship between the role conflict and the promotion anxiety of the married female research scientist. This implies that role conflict of married female research scientists has influence on their promotion anxiety. Hence, the null hypothesis is rejected.

Hypothesis 2: There is no significant relationship between the level financial stress of married female research scientist and their level of promotion anxiety.

Table 2 – Correlation coefficient showing relationship between role conflict of married female research scientist and their promotion anxiety

S/N	Result relationship	Correlation	Sig	P-Value
1	Financial stress and promotion anxiety	0.432	0.000	0.01

*Sig at the 0.05 level.

Table 2 shows a correlation coefficient (r) of 0.432 and P- Value is 0.01 which reveal that there is positive relationship between the financial stress and the promotion anxiety of the married female research scientist. This implies that the financial stress of married female research scientists has influence on their promotion anxiety. Hence, the null hypothesis is rejected.

Research Question 1: what is the joint contribution of role conflict, financial stress and promotion anxiety on productivity of married female research scientist in Oyo state?

Table 3 – Summary of multiple regression analysis showing the composite effect of variables

Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	2394.250	3	798.083	11.925	.000
Residue	4818.434	72	66.923		
Total	7212.68	75			
R = .576					
R Square .332					
R Square Adjusted = .304					

*Sig at the 0.05 level.

Table 4 – Relative contribution of role conflict, financial stress and promotion anxiety on productivity of married female research scientist

Model	Unstandardised Coefficient		Standardised Coefficients	t	Sig
	B	Std. Error			
Role conflict	0.417	0.106	0.401	3.947	0.000
Financial stress	0.730	0.202	0.371	3.614	0.001
Promotion anxiety	0.139	0.191	0.076	0.727	0.470

Table 3 reveals the result of the multiple regression of role conflict, financial stress and promotion anxiety on the productivity of married female research scientists. It shows that the combination of predictor variables (the role conflict, financial stress and promotion anxiety of the married female research scientist) is effective in predicting her productivity ($F(3, 72) = 11.925 < 0.05$). The multiple correlation coefficient of role conflict, financial stress and promotion anxiety is 0.576 and the R Square Adjusted, which estimates the variance



accounted for by the combined predictor variable and criterion variable is 0.304. This means that role conflict, financial stress and promotion anxiety contributed to 30% of the variance in the productivity of married female research scientist.

Research Question 2: what is the relative contribution of role conflict, financial stress and promotion anxiety on productivity of married female research scientist in Oyo state?

There are relative significant contributions of the two dependent variables which are married female research scientists' role conflict ($\beta = .417$ $t = 3.947$ $p < 0.05$) and married female research scientists' financial stress ($\beta = .417$ $t = 3.614$ $p < 0.05$) on their productivity. While promotion anxiety of married female research scientists' ($\beta = .139$ $t = 0.727$ $p > 0.05$) is not significant on their productivity.

DISCUSSION OF RESULTS

The findings from the study revealed that there is significant relationship between financial stress of married female research scientist and their promotion anxiety. A study conducted on attitudes, perceptions and barriers to publishing among research and teaching staff in a Nigerian Research Institute by Okoduwa, Abe, Samuel, Aimeeo, Oladimeji, Olaonipekun and Okoduwa, 2018 confirmed the findings of the study where by 72% of the respondents reported lack of funding (financial issues) as a major obstacle to publication which has negative consequence on promotion, leading to promotion anxiety.

The results also revealed that there is a relationship between role conflict of married female research scientist and their promotion anxiety. This finding is supported by the findings of Jonathan and Stone (1989) which confirmed that female researchers working under stress as a result of role conflict expressed complaints of constant fatigues which have serious negative consequences on their productivity and consequently on promotion, leading to anxiety.

The result also showed that the combination of predictor variables (the married female research scientists' role conflict, financial stress and promotion anxiety) is effective in predicting her productivity. A study which investigated academic women's experiences of work-family-conflict in Nigerian public universities (Ogbogu, 2013) also confirms the result of the findings. The study identified the causes of work-family-conflict as well as the implications on the job performance and well-being of female academic staff.

The study revealed that academic women's experiences of work-family-conflict was huge and pervasive. This was accentuated by women's multiple role linked to job and family related factors. Evidences revealed that negative experiences within the work environment impaired academic women's job performance, reduced their level of productivity and also resulted in negative health outcomes. Consequently, it is evident that extensive role conflict which emanates from both family and work domains is associated with high levels of work-family-conflict. The study was further supported by Higgin and Kotrilick, 2006 in their study on factors associated with research anxiety of university human resource education faculty, that found out that promotion anxiety moderately productivity.

The result also showed that there are relative significant contributions of the two dependent variables which are married female research scientists' role conflict and financial stress on productivity. However, role conflict is a more influential predictor of the married female research scientists' productivity. This finding corroborates the following findings Adekola (2006), Ajaja (2004) and Williams and Warrens (2003) who conducted researches on assessment of gender differences in burnout at workplace, work-family role conflict productivity. Their findings revealed that the role conflict experienced by the female employees resulting from work-family role interface has deleterious effects on their performance effectiveness.

CONCLUSION

The study assessed the influence of role conflict, promotion anxiety and financial stress on productivity among married female research scientists in Oyo state, Nigeria and revealed



that there is a relationship between the 3 variables and productivity. The findings also revealed that both role conflict and financial stress influence the married female research scientists' productivity. However, role conflict is a more influential predictor of the married female research scientists' productivity than financial stress. This can be attributed to low social support system and counselling services to the married female scientists.

RECOMMENDATIONS

The criteria for married female research scientists' promotion, Badri and Abdulla (2004) appraisal can also be evaluated through items, such as research articles produced:

- Counselling services should be provided in research institute to reduce anxiety and mitigate role conflicts;
- Promotion measures should be made less frustrating to research scientists, especially the female research scientists;
- The government should offer financial support in form of grants to research scientists especially the married female research scientists to encourage productivity;
- One-on-one mentoring should be given to married female research scientists to provide them opportunity to ask questions, obtain feedbacks and invaluable advice about how to manage the demands of a work/life balance from mentors;
- Research institute should present studies addressing research anxiety which may be instrumental in defining the means to increase research productivity and, at the same time, ease the research anxiety of faculty members.

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