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RELATIONSHIP BETWEEN WORK PLACE STRESS AND MARITAL CHALLENGES AMONG FEMALE LECTURERS IN A TERTIARY INSTITUTION IN SOKOTO METROPOLIS, NIGERIA

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Abstract
This paper focused on the Relationship between Work Place Stress and Marital Challenges among Female Lecturers in a tertiary institution in Sokoto Metropolis, Nigeria. Descriptive Correlational research design was employed in the study with all the female lecturers in tertiary institutions in Sokoto metropolis as population. 290 respondents were randomly selected as sample size for the study. Two self-designed. Instruments were used to collect data in this study: Work Place Stress Questionnaire (WPSQ) and Marital Challenges Questionnaire (MCQ). Split-half method was used to determine reliability and using Spearman Brown a coefficient index of 0.70 and 0.73 was obtained respectively. The data was collected by the researchers using Direct Delivery Technique. Mean, standard deviation and Pearson Product Moment Correlation Coefficient were used in analysing the data generated in the study. Major result revealed a significant relationship exists between work place stress and marital challenges ($p=0.00<0.05$). recommendation among others include: there is need for management of tertiary institutions to consider marital status while assigning portfolio to female lecturers since work place stress is related to marital challenges.

Keywords: Relationship, Work Place, Stress, Marital Challenges, Female, Lecturers.

Introduction
An examination of the Nigerian society revealed quite a number of problems affecting people's lives ranging from work stress to marital challenges. Work as a social institution is an essential aspect of human life and means of survival, livelihood and a social engagement. It is also a major source of stress. Marriage on the other hand is also a social institution which is faced with some challenges such as financial, communication, infidelity. Stress has been defined as any stimulus that either raises individual's excitement or anxiety level beyond what is regarded as individual's usual or personal capabilities (Akinade, 2019). Stress has further been seen as anything that poses a challenge or a threat to a person's well-being. He also defined Stress as a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and or motivation to meet those demands. It is the feeling an individual experiences when under pressure. Causes of stress vary from person to person. What seems like a threat to one person may be perceived as a challenge to another (Oyeleke, 2017).

However, some occupations are stressful while others provide basic psychological atmosphere for worker's emotional stability. Anytime stress occurs, it is an indication that the demands of work placed upon the person have exceeded the personal resources, whether these resources are physical, emotional, economic, social or spiritual (Dixit, 2016). Work gives a sense of identification to an individual within a community and when the challenges and demands of work becomes excessive and the pressures of workplace exceeds the worker's ability to handle, it results to workplace stress which turns job satisfaction into frustration. Stress is the way the body and mind respond to the demands and responsibilities put upon them. It is a part of any job and everyday life. In the workplace, stress is manifested when the demands of the job and challenges it entails increases. Stress is not simply anxiety, nervous breakdown, or something damaging, bad, or to be avoided. It is an arousal state of mind and body in response to demands made up on them. Stress can occur internally or externally.

Internal stress refers to perceived or real personal limitations, handicaps or perceived lack of value and competency (Raymond, 2014). It results from internal conflict which occurs when one has to make a choice between two or more options that have arisen. Once a choice is made, frustration can be felt because of the restrictions of that choice. During the choice-making process, the cognitive thinking and emotional straits are strained. While external stress refers to those situations that a person has with peers, co-workers, families, spouses. For example, experiences of prejudice (racism, sexism, bias toward etc. handicapped people etc), unfulfilling jobs and deaths of loved ones. Bodenrmann (2015) defined external stress to be what originates outside close relationship. These include the interplay between partners and their social environment which may indirectly affect the relationship. This type of stress include: financial stress, workplace stress, social stress or stress with regards to the extended family, including sibling, parent-in-laws and other relations as it occurs while married.

Marriage is seen as a social institution that has rules, rights and responsibilities surrounding it, as it acts as a stabilizing force within the societies (Seccombe, 2018). Marital institutions regulate sexual relations and encourage commitment between spouses. This commitment has positive effects, for instance on spouses' health and their earnings on the labor market (Stutxer & Frey, 2016). Gomentor (2014) defined marital problems as situations and difficulties that have a negative effect on the short- and long-term success of a marital relationship. Marital challenges are one of the most frequently encountered and disturbing problems in marriage. Challenges in marriage are to be expected, it is normal and even necessary for building a healthy marriage. Couples can handle marital challenges in ways that escalate the challenges or in ways that successfully address them. It is said that marriage is the best thing that can happen to two people in love. It is true, provided the spouses understand each other and are aware of the responsibilities that come with marriage. In modem western societies, marriage occupies a preponderant role in the social organization. The partners involved in a marital relationship are usually devoting time and energy to develop a satisfying relationship. Through life, couples will be challenged by various types of problems (Bodenmann *et al* 2016). Hence, marriage provides an adventure playground for couples and their ability to adjust paves way to a successful marriage.

Empirical studies have shown that Nigerian workers like their counterparts in the world over are experiencing work stress. In Nigeria, workplace stress according to Nwatu (2020) is a very recent phenomenon. It is becoming a subject of increasing interest not only to organizations and managements, but also to health and counselling professionals. Therefore, 'in a rapidly changing technological scientific and legislative world, the challenge will be to bring contemporary knowledge about work stress to the relevant agencies who will utilize relevant findings to improve workers' welfare and wellbeing. From an applied psychologist perspective, the experience of workplace stress has been associated with negative organizational outcomes such as reduced actual turnover, reduced commitment and reduced job satisfaction (Evans, 2018).

Sources of workplace stress are a major source of concerns to workers and researchers in developing and industrialized countries affecting not only employees whose health is at stake but also organization and society as a whole. Sources of workplace has changed dramatically due to globalization of economic activities, increased

utilization of information and communication technology. Workers are increasingly exposed to stressful work environments as a result of changing work expectations, tighter deadlines, constant and almost instantaneous communication and increased production targets set with seemingly little consideration for individual workload. Sources of Workplace stress has been linked with physiological risk factors for cardiovascular disease e.g., hypertension, stroke and myocardial. On the part of the organization or workplace, stress has been associated with low productivity, high cost of payment on treating affected workers, decreased job satisfaction, job commitment and low profit level. Occupational stress can lead to workers burnout, a resultant effect of persistent exposure to stress leading to exhaustion and withdrawal of workers. Sources of Workplace stress have also been strongly associated with behavioural and emotional problems such as aggression, depression, anxiety, frustration and marital breakdown.

When individuals experience stress at work, they tend to be dissatisfied with their jobs. In addition, the individual transfers the stress to the home and thus experiences dissatisfaction with the marriage coupled with other marital challenges. No marriage is immune from marital problems and challenges. Marital challenges such as poor communication, infertility, in-law interferences, financial problems, individual differences, unfulfilled expectations etc. have many negative consequences on couple's relationship. Based on this assertion the study seeks to investigate the relationship between work place stress and marital challenges among female lecturers in a tertiary institution in Sokoto Metropolis, Nigeria

Statement of the Problem

It is very clear that many marriages are surrounded by so many challenges as a result of different views, opinion, socialization as well as vocational life of the spouses. The challenges ranges from false accusations shift of marital responsibilities, poor concentrations as well as neglecting the needs of the other partner. When individuals experience stress at work, they tend to be dissatisfied with their jobs. In addition, the individual transfers the stress to the home and thus experiences dissatisfaction with the marriage coupled with other marital challenges. No marriage is immune from marital problems and challenges. Marital challenges such as poor communication, infertility, in-law interferences, financial problems, individual differences, unfulfilled expectations etc have many negative consequences on couple's relationship. Lecturers (particularly female lecturers) experienced so many challenges as a result of work-related stress and family demanding stress, hence the need to investigate the causes, consequences as well relationship that exist between work related stress and marital challenges of female lecturers in tertiary institutions of north west Nigeria and its counselling implications for the growth and development of education in general as well as teaching and learning process in particular.

Objectives of the Study

The objectives of the study are stated to:

1. Identify the sources of workplace stress among female lecturers in a tertiary institution in Sokoto Metropolis, Nigeria.
2. Determine the marital challenges among female lecturers in a tertiary institution in Sokoto Metropolis, Nigeria.
3. Determine the relationship between workplace stress and marital challenges among female lecturers in tertiary institution in Sokoto Metropolis, Nigeria.

Research Questions

This research is based on the following research questions:

1. What are the sources of workplace stress among female lecturers in Sokoto Metropolis, Nigeria?
2. Are there marital challenges existing among female lecturers in Sokoto Metropolis, Nigeria?
3. Is there any relationship between workplace stress and marital challenges among female lecturers in a tertiary institution in Sokoto Metropolis?

Null Hypothesis

The following hypothesis was postulated:

HO_1: There is no significant relationship between workplace stress and marital challenges among female lecturers in a tertiary institution in Sokoto Metropolis, Nigeria.

Methodology

Descriptive correlational research design was employed in the study with all the female lecturers in tertiary institutions in North West Nigeria as

population. 290 respondents were selected as sample of the study, using purposive, quarter and simple random sampling methods. Two instruments were used to collect data in this study: Work Place Stress Questionnaire (WPSQ) and Marital Challenges Questionnaire (MCQ) which has 3 likert scale were designed by the researchers. The instrument was subjected to scrutiny and corrections by some experts in Department of Educational Foundations, Usmanu Danfodiyo University, Sokoto who ascertained the instrument to have content validity. Pilot testing was carried out using non sample respondents, using split-half method and the scores were correlated using Spearman Brown correlations coefficient and a reliability index of 0.70 and 0.73 were obtained respectively. The instrument was administered by the researchers with help of research assistants in various institutions in Sokoto metropolis. The data was collected by the researchers using Direct Delivery Technique. Frequency, mean and Pearson Product Moment Correlation Coefficient were used in analysing the data generated in the study.

Results

Table 1: Sources of Workplace Stress among Female Lecturers

SN	Statements	Mean	SD	Decision
1	Lack of adequate equipment	3.00	0.84	Agree
2	High workload	2.34	0.76	Agree
3	Changes in responsibilities	1.97	0.69	Disagree
4	Unresolved conflicts at home	1.55	0.66	Disagree
5	Working under intense pressure	1.45	0.63	Disagree
6	Exposure to job hazards	1.24	0.61	Disagree
7	Lack of cooperation	2.17	0.74	Agree
8	Unconducive environment	2.12	0.73	Agree
9	Inadequate welfare packages	2.22	0.74	Agree
10	Poor salary	2.30	0.75	Agree
	Cumulative Mean	**2.04**	**0.72**	**Agree**

Table 1 presents a summary of responses on the sources of workplace stress among female lecturers in tertiary institutions in Sokoto Metropolis, Sokoto state, Nigeria. The analysis revealed that, lack of adequate equipment, high workload, changes in responsibilities , unresolved conflict at home, lack of cooperation, Unconducive environment, inadequate welfare package, poor salary were agreed by female lecturers in a tertiary institutions in Sokoto Metropolis Nigeria to be their major stressors while working under intense pressure and exposure to job hazards were disagreed to be stressors by female lecturers in a tertiary institution, Sokoto Metropolis Nigeria. The cumulative mean of 2.04 indicate that most female lecturers agree that work place stress exists among them.

Table 2: Marital Challenges among Female Lecturers

SN	Statements	Mean	SD	Decision
1	Lack of support from partner	2.38	0.75	Agree
2	Inadequate communication	1.97	0.69	Disagree
3	Partner's lack of care	2.17	0.71	Agree
4	Third party interference	1.86	0.67	Disagree
5	Differences in personality	2.48	0.76	Agree
6	Spill-over of workplace stress	2.17	0.71	Agree
7	Differences in culture	2.38	0.75	Agree
8	Inadequate disclosure	1.45	0.64	Disagree
9	Differences in religions	2.33	0.74	Agree
10	Poor resolution of conflicts	1.97	0.69	Disagree
11	Lack of appreciation	2.07	0.70	Agree
12	Disagreement between family	1.86	0.67	Disagree
13	Sexual incompatibility	2.53	0.76	Agree
14	Intolerance of the spouses	2.28	0.73	Agree
15	Childlessness	1.97	0.69	Disagree
	Cumulative Mean	**2.12**	**0.71**	**Agree**

Results in Table 2 shows summary of responses on the marital challenges among female lecturers in tertiary institutions in Sokoto Metropolis, Sokoto state, Nigeria. The analysis revealed that lack of support from partner, partner's lack of care, Spill-over of workplace stress, differences in personality, differences in religion, lack of appreciation, disagreement between families, sexual incompatibility and insolence of the spouses were the major marital challenges experienced. While disclosure, was disagreed by female lecturers in tertiary institutions in Sokoto Metropolis Nigeria. Cumulative mean of 2.12 reveals that most female lecturers experience the marital challenges identified above.

Correlation of mean values of workplace stress and marital challenges among female lecturers was done using Pearson Product Moment Correlation Coefficient (PPMC). Summary of results presented in Table 3.

Table 3: Summary of Correlation between Work Place Stress and Marital Challenges

Variables	N	$\bar{x}$	SD	Df	r-value	P-value	Decision
Sources of work place stress	290	3.23	0.44				
				288	0.40	0.00	Sig.

Marital Challenges	290	3.30	0.50

Level of significance = 0.05

Table 3 shows Pearson Product Moment Correlation Coefficient Test for the relationship between workplace stress and marital challenges among female lecturers in a tertiary institution in Sokoto Metropolis Nigeria. Results presented in the table shows that there is a significance relationship between workplace stress and marital challenges among female lecturers in a tertiary institution in Sokoto Metropolis Nigeria. Considering the r-value 0.40, $p = 0.00 < 0.05$.

Discussion

This study focused on relationship between work place stress and marital challenges among female lecturers in a tertiary institution in Sokoto Metropolis Nigeria: implications for Counselling. Table 1 reveals sources of workplace stress among female lecturers in a tertiary institution in Sokoto Metropolis Nigeria. The analysis revealed that lack of adequate equipment, high workload, changes in responsibilities , unresolved conflict at home, lack of cooperation, unconducive environment, inadequate welfare package, poor salary were agreed by female lecturers in a tertiary institutions in Sokoto Metropolis Nigeria to be major sources of workplace stress , while working under intense pressure and exposure to job hazards were disagreed by female lecturers in Sokoto Metropolis Nigeria as stressors. This result is similar to studies of Abubakar (2018). Similar factors were also discovered by Yaro (2022) among female secondary school teachers in Sokoto metropolis. Therefore, it was concluded that workplace stress exists among female lecturers in tertiary institutions in Sokoto metropolis, Sokoto state, Nigeria.

Results in Table 2 shows the marital challenges existing among female lecturers in a tertiary institution in Sokoto Metropolis. The analysis revealed that lack of support from partner, inadequate communication, partner's lack of care, third party interference ,differences in personality, differences in religion , poor resolution of conflicts, lack of appreciation, disagreement between families , sexual in compatibility, insolence of the spouses and childlessness, Therefore it was concluded that the major marital challenges among female lecturers in a tertiary institutions in Sokoto Metropolis Nigeria are numerous as were agreed by female lecturers in Sokoto Metropolis Nigeria while inadequate disclosure was disagreed by female lecturers in a tertiary institutions in Sokoto Metropolis Nigeria as not being a major stressor, Therefore it was concluded that the major marital challenges among female lecturers in tertiary institutions in Sokoto Metropolis Nigeria are numerous. The finding in Table 2 agrees with previously existing studies of Stutxer and Frey (2016) who concluded that personal relationship and marriage is the most important institution affecting people's life and well-being. Marital institutions regulate sexual relations and encourage commitment between spouses. This commitment has positive effects, for instance on spouses' health and their earnings on the labor market. Nwatu (2020) also reported similar marital challenges affecting married women in Nigeria.

Results presented in Table 3 indicate that there is a significance relationship between workplace stress and marital challenges among female lecturers in tertiary institutions in North West Nigeria. Considering the r-value of 0.40 and $p = 0.00 < 0.05$. Therefore, the null hypothesis was rejected. This implied that marital challenges of female lecturers are considered to be related with their work place stress in in Sokoto Metropolis Nigeria. The findings agree with studies of Bodenmann *et al.,* (2016) and Abubakar (2018) which stated that Challenges in marriage are to be expected as normal and even necessary for building a healthy marriage. Couples can handle marital challenges in ways that escalate the challenges or in ways that successfully address them. It is said that marriage is the best thing that can happen to two people in love. It is true provided the spouses understand each other and are aware of the responsibilities that come with

marriage. In modem western societies, marriage occupies a preponderant role in the social organization. The partners involved in a marital relationship are usually devoting time and energy to develop a satisfying relationship. Through life, couples will be challenged by various types of problems. Finding is also similar to Magaji (2021) who also discovered a significant relationship between workplace and marital stress among female lecturers in Northwest zone, Nigeria. Sadeghi et al., also reported a significant relationship between life orientation, job stress and marital adjustments in Iran. Adeoye and Durosaro (2010) and Nwatu (2020) observed that stress as a phenomenon is becoming a subject of increasing interest not only to organizations and managements, but also to health and counselling professionals. Yaro (2022) in her studies on married females in secondary schools in Sokoto metropolis concluded a significant relationship between stress and marital challenges. Dankyi *et al.*, (2019) also concluded that stress have negative effect on performance of student teachers in Ghana. Findings are also similar to Uwannah *et al.*, (2019) who reported a significant negative influence of academic stress and workload on marital satisfaction. Therefore, in a rapidly changing technological scientific and legislative world, the challenge will be to bring contemporary knowledge about work stress to the relevant agencies who will utilize relevant findings to improve workers' welfare and wellbeing. In the workplace, stress is manifested when the demands of the job and challenges it entails increases.

Conclusion

The overall findings of the study suggested that there is a strong association between workplace stress and marital challenges. Frequent marital challenges could adversely affect the extent to which married female lecturer could adjust both at workplace and in her matrimonial home. By implication, administrators, Deans and Heads of Department in tertiary institutions in Nigeria should take these variables into consideration when assigning duties to married female lecturers. Furthermore, stress management on the part of the lecturer should be a focal point to avoid or reduce marital challenges and maladjustment.

Recommendations

Based on the findings of the study the following recommendations were put forward:

1. Management authorities of tertiary institutions in Sokoto Metropolis Nigeria, should organized orientation programmes for the female lecturers' particularly married female lecturers on work related stress, so as to enlighten them on different mental health issues that affects them at work place and the home.
2. Counselling Association of Nigeria, should partner with tertiary institutions authorities in North West Nigeria in organizing sensitization programmes geared towards reducing marital challenges among female lecturers in their respective institutions.
3. Since work place stress is related to marital challenges there is need for management of tertiary institutions to consider marital status while assigning portfolio to female lecturers.

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