Work-Life Balance and Socio-economic Status as Predictors of Psychological Wellbeing among Civil Servants in Makurdi Metropolis

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Abstract
The study examined work-life balance and socio-economic status as predictors of psychological wellbeing among civil servants in Makurdi metropolis. A total of 215 civil servants were randomly drawn in Makurdi metropolis. The findings revealed that 151 (70.2%) were males and 59 (27.4) were females. Three research objectives, questions, and hypotheses were generated to guide the study. The study was a cross-sectional survey design. The study used two standardized instruments which include: Work Life Balance scale developed by Brett and Stroh’s (2003), and Psychological Well-Being (PWBS) developed by Ryff in (1995). Data analysis was done using Simple Linear and Multiple Regression Analysis via the Statistical Package for Social Science (SPSS). The hypotheses were tested at 0.05 level of significance. Findings showed that there is a significant influence of work-life balance on psychological wellbeing among civil servants [F (1,212) = 12.023, P>.05]. Results further showed that socioeconomic status significantly influences psychological wellbeing among civil servants [F (1,210) = 6.514, P>.05]. Finally, there is a significant joint influence of work-life balance and socio-economic status on psychological wellbeing among civil servants [F (2,210) = 18.109, P>.05]. Based on the findings of the study, it was recommended that management should establish a cohesive relationship with the employees to achieve trust from them in order to enhance their psychological well-being.

Keywords: Work-life Balance, Socio-economic Status, Psychological Wellbeing.
Psychological well-being refers to the extent to which people experience positive emotions and feelings of happiness, and it is attained by achieving a state of balance affected by both challenging and rewarding life events (Dodge, Daly, Huyton & Sanders, 2012). Psychological well-being further entails positive functioning and active engagement in a number of existential challenges (Ryff & Singer, 2008). This makes it a very important variable in the ever demanding and challenging world of work life. While psychological well-being may be said to be diminishing, with difficulties in coping with major transitions in life and resulting in psychological distress, enhanced psychological well-being is positive and indicates the successful formation of identity. It is, therefore, important to develop the optimal psychological health of workers, rather than try to heal a mental illness from passive neglect (Hoffman-Burdzinska & Rutkowska, 2015; Reshma & Manjula, 2016). This makes it essential to study variables surrounding the worker and his environment, capable of influencing their psychological well-being and this study indentifies two of such variables which include; work-life balance and socio-economic status.

Dorrian, Skinner & Pisaniello (2010) reports that the interaction of social and employment factors impacts on psychological wellbeing, and these interactions could be considered through a number of lenses, which includes an individual's work-life balance and socio-economic status (SES). While work-life balance is associated with emotional and behavioural problems such as; anxiety, depression, guilt, decreased productivity, and problematic drinking (Kalliath & Brough, 2008), SES have been argued to exert a growing influence over psychological wellbeing, with lower socioeconomic status associating negatively with psychological wellbeing (Kaplan, Shema & Leite, 2008). It is therefore factual, that these factors could be strong predictors of the psychological wellbeing of any working individual, and this requires attention in the area of research to establish how they could truly predict the wellbeing of individuals in a particular work setting.

Work-life balance is an important factor that predicts the quality of an individual's psychological well-being. Work-life balance exists when a person is satisfied with their level of functioning in all domains of life, that is; work, family and leisure and, it is defined by three constructs; time balance, involvement balance, and satisfaction balance. Time balance is achieved when equal amounts of time are devoted to the individual's multiple roles, while involvement balance is the equal psychological investment in the multiple roles and satisfaction balance is an equal level of satisfaction with the individual's work and social roles (Wilkinson, 2013). Studies by Munir, Nielsen, Garde, Albertsen & Carneiro (2012) reveal that there is a connection between work-life balance and various aspects of psychological well-being, and an overall sense of harmony in life. Ten Brummelhuis & van der Lippe (2010) noted that lack of work-life balance can lead to increased stress, which will subsequently have implications on a person's psychological well-being. The studies by Wilkinson (2013) on work-life balance and psychological well-being in men and women showed that work-life balance had a significant impact on psychological well-being. Singh (2013) concluded from his study that conflict between work and life reduces feelings of psychological well-being.

Reshma & Manjula (2016) established that socio-economic status (SES) is also an influential factor on individual well-being and its measures on education, occupation, and income are significant factors which have their impact on psychological well-being. SES is an economic and sociological combined total measure of a person's work experience and of an individual's or family's economic and social position in relation to others, based on income, education, and occupation (National Center for Educational Statistics, 2008). According to Kaplan et al. (2008) evidence indicates that declines in income, a measure of socioeconomic status, is
associated with heightened mortality risk, and lower socioeconomic status is associated with higher levels of psychological distress. This shows that on a general note, socioeconomic status may influence the life course on the quality of life and in return, serve as a significant predictor of an individual’s psychological well-being. More so, in a study by Ryff & Singer (2008), findings showed that individuals with higher education levels experience higher overall psychological well-being than lower level education groups. Reshma & Manjula (2016) confirm in reviews for their study that higher income levels predict higher psychological well-being scores and are strongly related to purpose in life.

Although a number of studies relating the variables of work-life balance, socio-economic status and psychological well-being abound, the present study is still relevant among the population of interest. Makurdi, a Local Government Area in Nigeria suffers the same dilemma as other areas in Nigeria which have been faced with the adverse impact of economic recession in the country as observed by Adeniran & Sidiq (2018). This economic mishap has taken its toll on organizations and their employees. However, the well-being of organizations is paramount, and this can only be achieved if the well-being of the employees is maintained. Therefore, there is a need to examine work related variables that may influence the psychological well-being of workers in an organization. In view of this fact, this present study intends to investigate the variables of work-life balance and socio-economic status as predictors of psychological well-being, to establish as empirical evidence of their interaction among civil servants in Makurdi metropolis.

Statement of the Problem

The Nigerian workforce, in general, has undergone immense change as a result of inevitable economic recession (Adeniran & Sidiq, 2018). The apparent economic downturns and increased competition resulting from the recession seems to put pressure on organizations to perform, and on employees to increase their productivity (Ugwuanyi & Obiekwe, 2017). It has been observed that organisations deal with these tough economic times by cutting expenditure, decreasing staff levels and increase workload for the remaining employees. Many individuals feel under pressure to work longer hours to keep their jobs and to meet their family expenses. This may have an eminent effect on the work-life balance of workers who continue to keep their jobs. While there may be increased work demand, in most cases it is observed that there is usually no corresponding increment in benefits, coupled with the heightened economic times, the socioeconomic status of the worker is also affected. The impact on the work-life balance and the mediated influence of socio-economic status due to excessive job demands could negatively affect the psychological well-being of workers. The goal of an organization to achieve a competitive advantage may be hampered if the psychological well-being of its staff is negatively affected. It is therefore of the essence to examine the variables related to the worker that may serve as predictors of their psychological well-being. It is against this premise that the present study investigates work-life balance and socio-economic status as predictors of psychological well-being among civil servants in Makurdi metropolis.

Purpose of the Study

The purpose of this study is to investigate work-life balance and socio-economic status as predictors of psychological wellbeing among civil servants in Makurdi metropolis. The hypotheses were tested based on the study aims to determine:

- The influence of work-life balance on psychological well being among civil servants in Makurdi metropolis.
• The influence of socio-economic status on psychological wellbeing among civil servants in Makurdi metropolis.
• The joint influence of work-life balance and socio-economic status on psychological wellbeing among civil servants in Makurdi metropolis.

Research Design
The study adopted a cross-sectional survey. A cross-sectional survey is the collection of information from respondents at a single period in time using questionnaire, snap-shot or recorder. This type of design utilizes different groups of people who differ in the variable of interest. The study design is appropriate because it allows the researcher to compare many variables at the same time and no active manipulation would be performed on any of the variables. The independent variables in the study are work life balance and socio economic status while psychological wellbeing is measured as the dependent variable.

The study was carried out among civil servants in Makurdi metropolis. Makurdi is the state capital of Benue State in North-Central of Nigeria, a West African Country and said to be the most populous black nation. Makurdi was made the capital of Benue State in 1976 and today, the town doubles as the headquarters of Markurdi Local Government Area. The town is divided by the River Benue into the North and South banks, which are connected by two bridges; the railway bridge and the dual carriage bridge. Makurdi metropolis is made up of several wards, and it has several Government and private establishments that have a steaming collection of civil servants that work daily in contributing to the sustenance of Benue State as a whole.

The participants for this study were 215 civil servants selected among civil servants in Makurdi metropolis. The participants consist of 151 (70.2%) males, 59 (27.4%) females and 5 (2.3%) didn’t indicate. Their age ranged from 33-64 (Mean = 4.4178, SD=2.34703). Going by religion, Christianity 203 (94.4%), Islam 10 (4.7%), and 1 (.9%) didn’t indicate. Social-economic status, high 87 (40.5%), others 126 (58.6%), and 2 (.9%) didn’t indicate. Rank of civil servants were also sampled as, Junior staff 115 (53.5%), Senior staff 97 (45.1%), and lastly tribe, 125 (58.1%) were Tiv, 57 (26.5%) were Idoma, 13 (6.0%) were Igede, 13 (6.0%) were others and 7 (3.3%) did not indicate.

Convenience sampling technique was used for the study. This sampling technique was most appropriate, as not all anticipated participant may be around to apply a more probable sampling technique. The following instruments were used in the study; work life balance scale by Brett and Stroh (2003) and psychological well-being scale by Ryff in (1995). The instrument also contained a section on demographic variables, which gathered self-report information on the personal attribute of the participants including their socio-economic status.

Work Life Balance Scale
The work life balance scale is developed by Brett and Stroh (2003) to measure work-life balance. It is a 20 item questionnaire measured on a 5 point Likert response format, ranging from 1-5, with the numbers represented as; 1 (Strongly Agree), 2 (Agree), 3 (Neutral), 4 (Disagree) and 5 (Strongly Disagree). Validity study carried on the instrument gave a reliability coefficient alpha of .79.

Psychological Well-Being Scale (PWBS)
The psychological well-being scale was developed by Ryff in (1995). It is a 42 item questionnaire measured on a 5 point Likert response format ranging from 1 (Strongly Disagree), 2 (Disagree), 3 (Undecided), 4 (Agree), 5 (Strongly Agree). Validity on the instrument provided reliability Cronbach α of .89.
Procedure
The researcher utilized a structured questionnaire for both junior and senior cadre. Copies of the questionnaire were presented to participants who consented to be part of the study in various government ministries. A structured questionnaire gives respondents a number of alternative options from which they are required to choose the one that best represents their view. Participants were requested to complete the questionnaire which was collected by the researcher and confederates, in order to ensure high return rate and encourage freedom of expression from the respondents. A total number of two hundred and fifteen (215) questionnaires was administered and collected. The value of the study was afterward explained to the participants.

Data Analysis
Descriptive and inferential statistics were used to analyze the data. Descriptive statistics were used to analyze the demographics variables of the participants, while inferential statistics involved the use of simple linear regression and multiple regressions to analyze the stated hypotheses.

Results

Table 1
Simple linear regression showing result for the influence of work-life balance on psychological wellbeing

<table>
<thead>
<tr>
<th>Variables</th>
<th>R</th>
<th>R'</th>
<th>P²</th>
<th>F</th>
<th>F-</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>.328</td>
<td>.107</td>
<td>.238</td>
<td>12.023</td>
<td>12.023</td>
<td>.000</td>
</tr>
<tr>
<td>Work-life balance</td>
<td>5.036*</td>
<td>.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: *= p < .001

The result in table 1 revealed that there is a significant influence of work-life balance on psychological wellbeing among civil servants, F (1,212) = 12.023, P<001. The result further indicated that work-life balance accounted for 10.7% of the total variance in psychological wellbeing among civil servants. With this result, hypothesis one was accepted.

Table 2:
Simple linear regression shows the result for the influence of socioeconomic status on psychological wellbeing

<table>
<thead>
<tr>
<th>Variables</th>
<th>R</th>
<th>R²</th>
<th>B</th>
<th>F</th>
<th>t</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>.174</td>
<td>.030</td>
<td>6.514</td>
<td>57.567</td>
<td>.000</td>
<td></td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>-.174</td>
<td>-.2552*</td>
<td>.011</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note * = p < 0.05

The result in table 2 showed that socioeconomic status significantly influences psychological wellbeing among civil servants [F (1,210) = 6.514, P<05. The further indicated that. 3% of the total variance in psychological wellbeing among civil
servants is being explained by socioeconomic status. Based on this finding, hypothesis two was confirmed.

**Table 3**

*Multiple regressions showing the result for the joint influence of work life balance and socioeconomic status on psychological wellbeing*

<table>
<thead>
<tr>
<th>Variables</th>
<th>R</th>
<th>$R^2$</th>
<th>p</th>
<th>F</th>
<th>t</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>.385</td>
<td>.148</td>
<td>18.109</td>
<td>12.553**</td>
<td>.000</td>
<td></td>
</tr>
<tr>
<td>Work-life balance</td>
<td>.344</td>
<td></td>
<td></td>
<td>5.370**</td>
<td>.000</td>
<td></td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>-.190</td>
<td></td>
<td></td>
<td>-2.961*</td>
<td>.003</td>
<td></td>
</tr>
</tbody>
</table>

Note: ** = p < .001, *= p < 0.05

The result in table 3 revealed that there is a significant joint influence of work-life balance and socioeconomic status on psychological wellbeing among civil servants ($F (2,210) = 18.109, P<.001$. The result indicated that work life balance and socioeconomic status jointly accounted for 34.4% of the total variance in psychological wellbeing among civil servants. Based on this finding, a hypothesis was upheld.

**Discussion of findings**

Hypothesis one stated that there will be a significant relationship between work-life balance and psychological well-being among civil servants in Makurdi metropolis. The hypothesis was tested using simple linear regression. The result that emerged from testing this hypothesis revealed that there is a significant influence of work-life balance on psychological wellbeing among civil servants in Makurdi metropolis. Thus, this hypothesis has been confirmed and hereby accepted. This finding agrees with that of Wilkinson (2013) who investigated the relationship between work-life balance and psychological well-being. Using a non-experimental correlation design and a sample of 75 employees randomly sampled from workers of three southern region United States companies. The result revealed that a significant correlation exists between work-life balance and global well-being. The finding is also in line with several other studies including that of Bachman and Fleming (2010) who conducted a research to find out if work-life balance will significantly influence psychological wellbeing of secondary school teachers in Vannella Uganda. Findings of this study revealed that work-life balance significantly influenced psychological wellbeing of secondary school teachers. Also, Tuwei (2014) found that work/family balance significantly influences psychological wellbeing among workers.

Hypothesis two stated that Socio-economic status will significantly influence psychological wellbeing among civil servants in Makurdi metropolis. This hypothesis was tested using simple linear regression and the result showed that socioeconomic status significantly influence psychological wellbeing among civil servants in Makurdi metropolis. Thus, this hypothesis has been confirmed and hereby accepted. The finding of this hypothesis agrees with the findings of Tammannai, Sedighiarfi & Gandomi. (2012) who assessed the relationship between socio-economic status and psychological well being of workers. A cross-sectional descriptive study was adopted. 411 workers were selected from different organizations by random cluster sampling. To analyze data they used Pearson correlation coefficient and regression analysis. Result revealed there is a significant relationship between socio-economic status and psychological well being. It was concluded that socio-economic status relates to psychological well being of workers.
Hypothesis three stated that there will be a significant joint influence of work-life balance and socio-economic status on psychological wellbeing among civil servants in Makurdi metropolis. This hypothesis was tested using multiple linear regression and the result showed that there is a significant joint influence of work life balance and socioeconomic status on psychological wellbeing among civil servants in Makurdi metropolis. Thus, this hypothesis was upheld. This finding agrees with that of Ryu, Choi, Seo, and Nam (2014) who researched on the relationships of work-life balance, socio-economic status, and psychological wellbeing of bankers. This study was done to identify the state of psychological wellbeing and to investigate the relationships among work-life balance, socio-economic status and psychological wellbeing in bankers. Participants were 670 bankers in an urban city. Result revealed that there were significant positive correlations among psychological wellbeing, work-life balance and socio-economic status in bankers. Also, Banks and Smith (2008) found that the psychological wellbeing of workers was significantly and jointly influenced by work-life balance and socio-economic status.

Conclusion
In summary, the results of the findings go thus:

i. There is a significant influence of work-life balance on psychological wellbeing among civil servants in Makurdi metropolis.

ii. Socioeconomic status significantly influences psychological wellbeing among civil servants in Makurdi metropolis.

iii. There is a significant joint influence of work life balance and socioeconomic status on psychological wellbeing among civil servants in Makurdi metropolis.

Based on the research findings, the following recommendations are made:

i. Management should establish a cohesive relationship with the employees to achieve trust from them in order to enhance their psychological well-being.

ii. A cohesive relationship should be encouraged among co-workers to engender effective production and commitment to the organization.

iii. A longitudinal study should be conducted due to the possible changing relations between different dimensions of the study variables.

Limitations
In conducting the research, some setbacks were encountered, one of which was the seemingly low number of sample and participants used for the research. Another setback was that of poor responses from participants, convincing participants towards participation was indeed a core challenge faced in the study. Time frame and financial constraints also served as a mitigating factor to this research.

References


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