

**TEACHERS' HEALTH AND SAFETY MANAGEMENT AS
CORRELATES OF THEIR JOB PRODUCTIVITY IN SECONDARY
SCHOOLS IN SOUTH-SOUTH
GEO-POLITICAL ZONE OF NIGERIA**

OSOLO, Jessica Eloho M. Ed.
iecvlor@yahoo.com

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Prof. OLUWUO, S. O.
samueloluwuo@gmail.com

Abstract

The study investigated teachers' health and safety management as correlates of their job productivity in secondary schools in South-South Geo-Political zone of Nigeria. Two research questions and two null hypotheses guided the study. The theoretical framework was on Path-Goal Theory by Robert House in 1997. The study adopted a correlational research design. The population of the study comprised all the 1358 principals and 1358 vice principals administration in all the 1358 secondary schools in the South-South political zone of Nigeria. Edo State has 205 schools, Bayelsa State has 256 schools, Delta State has 193 schools, Cross-Rivers State has 250 schools, Akwa Ibom State has 180 schools and Rivers State has 274 schools (source: Ministry of Education of the various states, 2016). The sample size of the study is 680 Vice Principals (Administration). The proportionate stratified sampling technique was used to arrive at the sample size. Three self designed instruments titled "Health Management Scale" (HMS), "Safety Provision Scale" (SPS) and Teachers Productivity Scale were used for data collection. Cronbach's alpha reliability coefficient of 0.72, 0.75 and 0.79 were computed for HMS, SPS and TPS. Pearson Product Moment Correlation was used to answer the research questions. Null hypotheses were tested with the help of z-ratio. It was found among others that teachers' health and safety have high positive relationship with teachers' productivity. Governmental and non-governmental organizations should endeavour to float a free medical centre in the schools in South-South Geo-political Zones of Nigeria. Safety personnel should be invited to the schools to sensitize the school authorities on the best workable techniques that can bring about safety within the schools and the community.

Keywords: **Health, Safety and Productivity**

Introduction

These job descriptions of the teacher are paramount in line with the achievement of the objectives of the school. This is evident in Oguntoye (2002) when he stressed that the success of the school system in achieving its goals and objectives depends on the efficiency and effectiveness of its teachers. Ajayi and Afolabi (2012) summarized that

teachers productivity is measured by principals rating, teacher-peer group rating, ratings by teacher colleagues, Heads of Department rating, self-ratings, students' rating of their teachers and students academic performance. Teachers' productivity is measured by students' performance in the areas of academics and in character. Moreso, Blankstein (1996) opined that grades and test scores of students do not reflect the quality of instruction because teacher input is not the only factor that influences students' achievement in the school system, therefore productivity cannot be measured only by students achievement in the classroom. The National Academies Press (2012: 20) opined that the:

Primary objective of industries, enterprises, or institutions is to optimize the efficiency of production processes: that is, to maximize the amount of output that is physically achievable with a fixed amount of inputs. Productivity improvements are frequently identified with technological change, but may also be associated with a movement toward best practice or the elimination of inefficiencies.

Productivity can be defined as a move to best practices in the area of school activities. Teachers are productive when they carry out the various academic activities assigned to them with minimal or no trace of inefficiencies. Boeuf (1982) in Ebong (2006), productivity is simply doing more with less. Productivity is increased output and a decrease in scrap and costs of production. It is a measure of organizational efficiency for output using available resources. It is a reflection of the relationship between total output of goods and services and the total input (Ebong, 2006). Day (1981) in Ebong (2006), productivity expresses how efficiently a business uses its resources. Productivity in education is hinged in improving the professionalization of schools, colleges and higher institutions in their areas of functional ability. Productivity in education enables academic staff to spend more time on teaching and learning. The National Academies Press (2012: 20) opined that the measurement of productivity presumes an ability to construct reliable and valid measures of the volume of an industry's (or firm's) output and the different inputs.

Teachers' health should be paramount in the teaching process and profession. It is a healthy person that will be able to carry out tasking responsibilities. If one is not healthy, he tends to waste all the period trying to put soul and body together. Health and Safety (2008) stated that health and safety objectives are regarded in the same way as other organizational objectives, which are parts of the culture and this is recognized explicitly by making health and safety a line management responsibility. Health is the foundation of human existence, therefore should not be toyed with. Teachers that are suffering from one ailment to the other may not have the zeal and motivation to stay active on the teaching job.

Kpee, Dike and Ajah (2016) reported that teachers' occupational related illness or diseases are plagues that should be handled through the management of occupational health and safety programmes of the school. Occupational stress brings about illness in the organizational staff if adequate measures are not put in place. Occupational illness is

a very strong setback and emotional disturber that have the potential to lower the productivity level of workers as a result of lowered commitment. Nwakpa (2015) saw health as a state of freedom from both physical and spiritual ailment. Apart from the fact that the environmental factors can dampen the working efficiency of a teacher; the spiritual entanglement is also dreadful and such dreadful illness may defile human medication except with the intervention of spirit beings.

The school environment is supposed to be a peaceful abode for effective teaching and learning. Schools are supposed to be the second home of the teachers. A teacher is expected to be provided with an environment where he/she will be able to maintain maximum attention, concentration and commitment in order to imbue the very best into the committed and educable students. International Labour Organization in Kpee, Dike and Ajah (2016) opined that the prevention of accidents, improvement of working conditions and enforcement of standards are often seen as a cost to business, little is known about the costs of not preventing accidents or poor working conditions. Schools where there is no security and peaceful coexistence between the students, teachers and the host community, every academic activity tend to be in shambles. Job dissatisfaction and poor job commitment are traceable to lack of job security and poor conducive working environment. Carlsson and Hedman (1990) saw safety as the control of accidental loss of an individual and properties, and total damage to the environment. The management of shock as a result of injury is more harmful than the injury one sustains. World Health Organization (2012) defined health as a state of complete physical, mental, and social well-being of an individual.

Asogwa (2007) has it that safety in school is supposed to be out of risk in the school environment which is the concern of the management, if safety is positively provided, it will lead to a good working atmosphere while work is a product of economic survival and means of survival and source of happiness if properly planned and executed. In the same line of thought, Blewett and Shaw (1995) safety also portrays training of personnel in accident prevention, accident response, emergency preparedness and the use of protective clothing and equipment. Akpa (2016) reported that one major challenge of the 21st century that calls for a new management approach to safety and health is the wave of terrorism in various shades and forms, Islamic fanaticism (Boko Haram), Fulani herdsmen attacks, school children abduction, school shooting especially in the USA and massive migratory trends especially in Europe. The level of insecurity in our societies and the schools are becoming extremely uncontrollable. Umezurike and Onoh (2006) have it that controlling occupational health and safety hazards is the way to protect workers from exposure. In the school, teachers are exposed to life threatening situations, ranging from cultism, risky behaviours, and other ruthless indulgence.

Statement of the Problem

Researches and literatures have shown that teachers productivity is on the decrease. In the case of South-South geo-political zone of Nigeria, personal experience as a teacher showed that most teachers are not committed to their duty. Some of these teachers that are paid with tax payers' money, farmers, artisans and businessmen are

most of the times not punctual to work, absent themselves most often from school, exhibit poor classroom management and lack the will to perform their duties enthusiastically. Most of them do not complete the scheme of works as at when due. Some of these lazy teachers may likely give out notes to the class representatives to dictate to the class. They come to class to tell stories rather than teach. This unsatisfactory state of affair cannot in any way engender productivity in our secondary schools. These nonchalant behaviours of secondary school teachers may have contributed to the uncertainty in credibility of our graduate. The principals are however employed to oversee the activities of the teachers as well as that of the school. The principal is statutorily saddled with the responsibility of making the teachers to be productive in their various areas of specialization. But the question is, to what extent do teachers' health and safety independently relate to the teachers' productivity in secondary schools in South-South Political zone of Nigeria? This is the problem this study is set to investigate.

Aim and Objectives of the Study

The study investigated teachers' health and safety management as correlates of their job productivity in secondary schools in South-South Geo-Political zone of Nigeria.

Specifically put, the objectives of the study are to:

- 1) Find out the relationship between management of teachers' health and their productivity in secondary schools in South-South political zone of Nigeria.
- 2) Determine the relationship between management of teachers' safety and their productivity in secondary schools in South-South political zone of Nigeria.

Research Questions

The following research questions guided the study:

- 1) What is the relationship between management of teachers' health and their productivity in secondary schools in South-South political zone of Nigeria?
- 2) What is the relationship between management of teachers' safety and their productivity in secondary schools in South-South political zone of Nigeria?

Hypotheses

The following null hypotheses were tested at 0.05 alpha level:

- 1) There is no significant relationship between management of teachers' health and their productivity in secondary schools in South-South political zone of Nigeria.
- 2) There is no significant relationship between management of teachers' safety and their productivity in secondary schools in South-South political zone of Nigeria.

Methodology

The study adopted a correlational research design. The population of the study comprised all the 1358 principals and 1358 vice principals administration in all the 1358 secondary schools in the South-South zone of Nigeria. Edo State has 205 schools, Bayelsa State has 256 schools, Delta State has 193 schools, Cross-Rivers State has 250 schools, Akwa Ibom State has 180 schools and Rivers State has 274 schools (source: Ministry of Education of the various states, 2016). The subject of this study was all the vice principals administration. The sample size of the study is 744 Vice Principals (Administration). The proportionate stratified random sampling technique using 51% of the population was used to draw 105 schools from Edo State, 131 from Bayelsa State, 98 schools from Delta State, 128 schools from Cross Rivers State, 92 schools from Akwa Ibom State and 139 schools from Rivers State respectively. The names of the schools were folded in a piece of paper according to the states and they were picked with replacement in order to give all the schools equal opportunity.

Thereafter, 744 vice principals were drawn from the 744 sampled schools. The Taro Yemane’s formula informed the use of 51% of the population, since the minimum statistically determined sample size is 309. “Teachers Productivity Scale” (TPS), “Health Management Scale” (HMS), “Safety Provision Scale” (SPS) were used for data collection. The HMS has 10 items with minimum and maximum response scores of 10 and 40. The SPS has 10 items with maximum and minimum response points of 40 and 10. The Cronbach alpha was used to ascertain the internal consistency reliability of Health Provision Subscale to be 0.72, Safety Provision Subscale was computed to be 0.75. Pearson Product Moment correlation coefficient was used to answer the research questions while the null hypotheses were subjected to 0.05 alpha level of significance.

Research Question One: What is the relationship between management of teachers’ health and their productivity in secondary schools in South-South political zone of Nigeria?

Hypothesis One: There is no significant relationship between management of teachers’ health and their productivity in secondary schools in South-South political zone of Nigeria.

Table 1: Pearson Product Moment correlation coefficient and z-ratio on the relationship between management of teachers’ health and their productivity

Categories	N	df	r-cal.	z-ratio	Sig.	p-crit.	Decision
Management of teachers’ health	680	678	0.82	20.50	0.00	0.05	Statistically significant
Teachers productivity							

Table 1 revealed that the r-value is 0.82. Therefore, there is a positive high relationship between management of teachers’ health and their productivity in secondary schools in

South-South Zone of Nigeria. This shows that an increase in the independent variable is related to an increase in the dependent variable. With a degree of freedom of 678, the calculated z-ratio value of 20.50 is greater than the z-critical value of 1.96. Also, the calculated probability value of 0.00 is less than the critical probability value of 0.05. There is a significant relationship between management of teachers' health and their productivity in secondary schools in South-South political zone of Nigeria.

Research Question Two: What is the relationship between management of teachers' safety and their productivity in secondary schools in South-South political zone of Nigeria?

Hypothesis Two: There is no significant relationship between management of teachers' safety and their productivity in secondary schools in South-South political zone of Nigeria.

Table 2: Pearson Product Moment correlation coefficient and z-ratio on the relationship between management of teachers' safety and their productivity

Categories	N	df	r-cal.	z-ratio	Sig.	p-crit.	Decision
Management of teachers safety Productivity	680	678	0.85	21.25	0.00	0.05	Statistically significant

Table 2 revealed that the r-value is 0.85. Therefore, there is a positive high relationship between management of teachers' safety and their productivity in secondary schools in South-South political zone of Nigeria. This shows that an increase in the independent variable is related to an increase in the dependent variable. With a degree of freedom of 678, the calculated z-ratio value of 21.20 is greater than the z-critical value of 1.96. Also, the calculated probability value of 0.00 is less than the critical probability value of 0.05. There is a significant relationship between management of teachers' safety and their productivity in secondary schools in South-South political zone of Nigeria.

Summary of Findings

The findings of the study were summarized under the following:

1. It was revealed that the r-value is 0.82. Therefore, there is a positive high relationship between management of teachers' safety and their productivity in secondary schools in South-South Geo-Political zone of Nigeria. This shows that an increase in the independent variable is related to an increase in the dependent variable. There is a significant relationship between management of teachers' safety and their productivity in secondary schools in South-South political zone of Nigeria.
2. Table 2 revealed that the r-value is 0.85. Therefore, there is a positive high relationship between teachers' safety and their productivity in secondary schools

in South-South political zone of Nigeria. This shows that an increase in the independent variable is related to an increase in the dependent variable. There is a significant relationship between teachers' safety and their productivity in secondary schools in South-South zone of Nigeria.

Discussion of Findings

Management of Teachers' Health and Productivity

It was revealed that the r-value is 0.82. Therefore, there is a positive high relationship between management of teachers' health and their productivity in secondary schools in South-South Geo- Political zone of Nigeria. This shows that an increase in the independent variable is related to an increase in the dependent variable. The result of positive high relationship is not surprising, owing to the fact that health is wealth and is indispensable in the normal functioning of any work to optimum performance. The finding is not far from the study of Alker, Wang, Pbert, Thorsen and Lemon (2015) when they found that teachers health in the areas of obesity, depressive symptoms, and smoking were significantly associated with work productivity, including workdays missed because of health concerns (absenteeism) and decreases in on-the-job productivity because of health concerns (presenteeism). The positive relationship between teachers' health and productivity is highly commendable because a teacher that is not healthy may not likely have the strength, comports, and morale to stand through the period of instruction hence not being able to discharge duties efficiently. On the contrary, Oporum (2017) found out that the health of workers are not the major determinant of productivity especially when they lack the competence to discharge their duties. His assertion is very clear because a healthy teacher without the prerequisites as a teacher may not be able to show professionalism.

There is a significant relationship between management of teachers' health and their productivity in secondary schools in South-South zone of Nigeria. The finding showing that the relationship between management of teachers' health and their productivity is significant is not far from the expectation of this study because the discharge of teaching with good health status is supposed to yield good output. The significant relationship between teachers' health and productivity is supported by the finding of Alker, Wang, Pbert, Thorsen and Lemon (2015) when they reported a significant relationship between positive relationship between workers health and their productivity. The significant positive high relationship between teachers' health and their productivity is based on the fact that the increase in one variable is highly associated with the increase in the second variable.

Management of Teachers' Safety and Productivity

It was revealed that the r-value is 0.85. Therefore, there is a positive high relationship between management of teachers' safety and their productivity in secondary schools in South-South Geo-Political Zone of Nigeria. This shows that an increase in the independent variable is related to an increase in the dependent variable. The finding is not out of place because a safe working environment is required for

effective and efficient discharge of duties. The finding of this study is in line with the finding of Akpan (2015) who found a positive high relationship between management of teachers' safety and their productivity in secondary schools in Imo State, Nigeria. The finding showed that there is a significant relationship between management of teachers' safety and their productivity in secondary schools in South-South political Geo-Political Zone of Nigeria. The significant relationship between management of teachers' safety and their productivity is not outside the researcher's expectation because of the imminent importance attached to security in the workplace. This significant relationship between teachers' safety and productivity is buttressed by the findings of Akpan (2015) when he established that workers' place of work security and personal security are tied to work and workers enhancement.

Conclusion

Based on the findings of this study, it was concluded that teachers' health and safety independently has a positive significant relationship with teachers' productivity. It was concluded that teachers' health and safety play a vital role in the teachers' productivity in secondary schools in South-South Geo-Political Zone of Nigeria.

5.4 Recommendations

The following recommendations were made based on the findings of the study.

1. Governmental and non-governmental organizations should endeavour to float a free medical centre at a strategic position in the schools in South-South political Zones of Nigeria.
2. The safety personnel should be invited to the schools in order to sensitize the school authorities on the best workable techniques that can bring about safety within the schools and the community. Moreso, safety signs and symbols should be placed at strategic positions of the school.

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