

EFFECTS OF SOCIOLOGICAL FACTORS ON JOB PERFORMANCES OF FEMALE ACADEMICS IN TERTIARY INSTITUTIONS IN NASARAWA STATE

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ABSTRACT

Sociological factors are very critical to job performances of female academics in the society. Which had plays a vital role to ensure efficiently on job performances of female academics in their institutions. However, these female academics are faces with problem of time management and problem of age of career pursue that always coincide with their ages of child raising in the society. The main objective of the study is to examine sociological factors that affect job performances of female academics and to identify the challenges to job performance of female academics in their institutions. Structure questionnaires were used to collect data from forty five (45) populations of the study or respondents. Where frequency distribution tables and simple percentages were used to analyze the data collected in the field from the respondents. The study therefore recommended that female academics should be encouraged to go for further studies and identifies the problem of job performance of female academics and addresses it accordingly.

Keywords: *Sociological Factors, Job Performance and Female Academics.*

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INTRODUCTION

Female academics job participations and performances had aimed them numbers of promotions, additional qualifications and others very important positions and responsibilities in their institutions. These female academics are endorsed with potentials, skills and abilities to work like their men counterparts in the field. Their job participations and performances had added to national development of their countries and equally improve on their wellbeing in their societies.

Job performances of female academics in their tertiary institutions can be assessed based on the numbers of promotions, hours of lecture contacts, numbers of projects supervise and student graduated and numbers of research works conducted and so on. Kieram (2014), Verick (2017) and Mohammed and Sallan (2012). However, these sociological factors listed above can affects job performances of female academics either negatively or positively in their work places. Some of these Sociological factors that affect job performance female academics in their tertiary institutions includes family size, role conflicts, and workloads and so on. Which have significant role on job performances of female academics in their tertiary institutions. However, these females in academics are confronted with the problems of time management, the more children they have, and the more difficulties for them to balance their family responsibilities with that of their academic responsibilities. The fact remain that fewer married females in academics achieve high academic ranks than their married males counterparts in the academics. Despite the problem confronted them, these females that are in academics work hard like their male counterparts in their tertiary institutions for their benefits and that of the country as a whole.

STATEMENT OF THE PROBLEM

These females in academics in Nasarawa State are confronted with problems which includes;

- Fewer married females in academics achieve high academics rank than their married males in their institutions.
- The more children a female in academic have the more difficulties for her to balance her family responsibilities with that of their academic responsibilities.
- The problem of time management and work demands due to their dual responsibilities in their institutions and in the society.
- The period of child bearing and raising coincided with age of their career pursue or growths in the society.

Research Questions

1. Which of the Sociological factor determine job performance of female academics in their institutions?
2. Which of the Sociological factor is a challenge to job performance of female academics in their institutions?
3. Which of this is a way of assessing job performances of female academics in their institutions?
4. Which of this is a way of balancing academics with family responsibilities of female academics?
5. Which of this is the important of job performance of female academics?

Objectives of the Study

The main objective of the study is to examine the sociological factors that affects job performances of female academics in their institutions.

The specific objectives of the study are to;

- i. Identify sociological factor that determine job performance of female academics in their institutions.
- ii. Identify the sociological factor that is a challenge to job performance of female academics in their institutions.
- iii. Identify the way of assessing job performances of female academics in their institutions.

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- iv. Identify the way of balancing academic and family responsibilities of female academics in their institutions.
- v. Identify the important of job performance of female academics.

Significance of the Study

The study brings out the importance of effects of sociological factors on job performances of female academics in their institutions. Which the study was able to creates room for further research in other areas that are related to the research topic.

The study also had contributed to the stock of knowledge in understanding sociological factors that affects the job performances of female academics in their institutions and society at large. And the study had provided a platform for ways of improving job performances of female academics in their institutions and in the society.

The study had also contributed in bringing to limelight the contributions and efforts of female academics to national development which serve as a springboard for encouragement of young and intended female academics in the society.

The Scope of the Study

The study is restricted to only female academics lecturing at Nasarawa State Polytechnic, Lafia, Nasarawa State. And also the study focuses only on effects of sociological factors on job performances of female academics in Nasarawa State. The study covered the period of three (3) month and only fulltime employee's female academics were considered for the study.

Conceptual clarification of Terms

Sociology – is a discipline that study social interactions that exists within the society. Is the scientific study of human society that

emphasis on the interaction and the products of man interactions in the society. According Gidden (2011), and Edddiefloud (2011), defined sociology as the scientific study of human behaviors which includes social actions of human groups in the society.

Sociological Factors – are the social variables that form aspects of human social life that influences and affects their ways of life as human in the society. They are social phenomenon that affects social existence in the society. Gidden, (2011) and Rughinis, (2015) see sociological factors as product of human interactions that had influences in their daily activities in the society.

Job – is a paid employment that a person does to earn a living in the society. Is the work that one do to sustain his or her living in the society. Lambert 2015, and Muhammed and Sallan (2012), look at job as a specific pieces of work requires to be done as a duty for a specific fees.

Performance – is the fulfillment of one task according to the specification of the work guidelines of the organization. Kamaruddin (2017) and Chunwuba and Osamuyumin (2011), defined performance as accomplishment of a given task measured against pose to know standards of accuracy and competences cost of the organization.

Job Performance – is doing assigned work in accordance to the specification of the organization. Lambert (2015) and Muhammed and Sallan (2011), referred to it as an accomplishment of the assigned duty based on the organizational guidelines and principles subjects to the normal constraints of available resources of the organization.

Female – is refer to woman sex that has the features of reproducing young ones. Is a sex that gives birth to young one. Chamber 21st century Dictionary (2004) defined female as a person that bears two (2) X X chromosomes in the cell nucleus.

Academic – is an intellectual involvement in the cell nucleus and imparting the knowledge through teaching and learning in tertiary institutions. Hadjazi and Omid (2011), look at it as someone who studying and teaching in academic institutions of learning.

Female academics – refers to women who studies and teaches in tertiary institutions of learning. Hadjazi and Omid (2011) and Paola (2017) referred to its as women who take academics and research works as a career or profession.

LITERATURE REVIEW

Female's participations and involvements in academics activities in tertiary institutions had been commended in the society considering their contributions to national development. But their participations and involvements has been affected significantly because of the beliefs that females place is at home, taking care of children and husband as oppose to working in the formal organizations. In 1980s had witnessed increase participations of females in educational sectors especially at tertiary institution levels (Hadjasi and Omid, 2011, Paola 2017, Muhammed and Sallan, 2012).

However, the numbers of females that joined the academics in tertiary institutions are largely depending of some sociological factors that affect them either positively or negatively. These sociological factors that affects the job performances of females in academics includes; flexible working conditions, educational attainments, family size, workloads and specifications, role conflicts and to mention but few (Chunwuba and Osumuyumin 2011, Paopla 2017, Vverick 2017 and Kieran 2014). These sociological factors affect the job performances of females in academics either positively or negatively, however it had impacts on their job performances.

The age of their child raising are always coincided with their age of career pursue and also suffers problem of time management and so on are among the problems of job performances of female academics

in their institution (Kieram 2014, Verick 2017, Muhammed and Sallan 2011). These goes with the problems of role conflicts, constant fatigue, stress and work under pressure and so on for the females that are academics. Effective time management and personal commitments are among other ways of balancing their dual responsibilities in the society.

These female academics job performances can be assessed based on the numbers of promotions and lecture contact hours among others in their institutions (Hadjazi and Omidj 2011, Chunwuba and Osumuyamin 2011 and Paola 2017). Their job performances in their institutions had helps to improves on their well beings, career growths and equal participations in their institutions and the society at large.

Research Setting

Nasarawa State Polytechnic, Lafia, Nasarawa state is the research site. Nasarawa state was created on 1st October, 1996 from the defunct Plateau State. The state had land mark areas of 12,000 square kilometer, located at the north central zone of Nigeria at the foothill of River Benue. Nasarawa State lies between latitude 7^oc and 9^o north and longitude 7^o and 10^o east.

Nasarawa state shared common boundaries with Kogi State to West, Federal Capital Territory (FCT) to the North-west, Kaduna state and Plateau state to North-east and Taraba state to South-east. The state had thirteen (13) Local Government Areas that includes Akwanga, Awe, Keana, Keffi, Kokona, Doma, Nasarawa, Nasarawa Eggon, Obi, Karu, Toto, Wamba and Lafia.

The state is blessed with different tertiary institutions of learning. The 2006 population census put the population of the state at 1,863,275. The projected population growth based on annual population growth of 0.03 rate, put the population of Nasarawa state at 2,579 203. The people engage in civil service works, farming and commercial

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activities with their diverse cultures and tribes that live together in harmony.

Research Design

Survey research was adopted for the study, where quantitative methods were used for data collection from the respondents through the help of questionnaires. Where primary information was collected from the given population sample for the study. The choice of survey research helped in producing statistical instruments for data analysis and is the most commonly used method of data collection and findings.

Population of the Study

The populations of the study are all the female academics that are lecturing at Nasarawa state polytechnic, Lafia. The population of female academics in the Polytechnic is forty six (46). And all of the female academics in the institution constituted the population of the study because of their few numbers and their numbers are not too large for the study. And the population of the study is forty six (46) female academics in the Polytechnic.

Sample Size

Considering the fewer numbers of female academics in the Polytechnic (46). The study covered all the entire female academics in the Polytechnic. That is forty six (46) of female academics in the polytechnic. This is because their numbers are not too large to study their entire population.

Sampling Procedures

No sampling procedure was adopted rather the researcher considered census population of female academics for the study. The whole populations of female academics are considered for the study because of their fewer numbers and the entire population can give wider ideas about issues of investigation in the field.

Method of Data Collection

The data for the study were collected through the used of questionnaire. And the questionnaire type was a structural questionnaires, were the respondents were asked to choose from the alternative options stated in the questionnaire forms.

The questionnaire was adopted because is one of the major tools used in data collection in social sciences and the information gather from the questionnaire can easily be coded and analyze without difficulties. Forty six (46) questionnaires were distributed to respondents and forty five (45) questionnaires were returned or collected back from the respondents in the field.

Method of Data Analysis

Data collected from the respondents through questionnaire were values and coded based on the respondents responses collected from the field. Forty six (46) questionnaires were distributed to the respondents and forty five (45) questionnaires were returned by the respondents which the analysis was based on the returned questionnaires. Measure of central tendency (frequency distribution tables and percentages were used for the analysis of data collected from the respondents in the field. These gives easily interpretation of data collected and helps to ensure accuracy and validity descriptions of findings of the study.

Analysis of Data

Table 1: Sociological factor that determine job performance of female academics in their institutions

Sociological factors that determine job performance	Frequency	Percentage
Academic qualifications	25	56
Family size	5	11
Promotions	10	22
Workloads	5	11
Total	45	100%

Source: Field Survey June, 2018.

Table 1 above revealed that 25 (56%) of the respondents were of opinions that academic qualifications is the sociological factor that determine job performances of female academics in their institutions. 10 (22%) of the respondents said promotions, 5 (11%) of the respondents said family size and workload respectively. The findings revealed that academic qualification is the sociological factors that determine job performances of female academics in their institutions as supported by the majority 25 (56%) of the respondents asked in the field. This could be because the academic qualifications are the base for employment and any kind promotions in tertiary institutions of learning.

Table 2: Sociological factor that is a challenge to job performance of female academics in their institutions

Challenges to job performance	Frequency	Percentages
Role conflict	5	11
Problem of time management	10	22
Age of child raising coincided with the age of career	26	58
Workloads	4	9
Total	45	100%

Source: Field Survey June, 2018.

Table 2 above revealed that 26 (58%) of the respondents were of the opinions that age of child raising coincided with the age of their career pursue is the sociological factor that constituted a challenge to job performance of female academics in their institutions. 10 (22%) of the respondents said that is the problem of time management, 5 (9%) of the respondents said that is role conflict, while 4 (9%) of the respondents said that is the workload. The findings revealed that age of child raising coincided with the age of career pursue is the sociological factor that is a challenge to job performance of female

academics in their institutions as supported by the majority 26 (58%) of the respondents asked in the field. Because child raising goes with maternity leave which make some of them miss promotions, delaying in their further studies and so on.

Table 3: A way of assessing job performance of female academics in their institutions

Assessing job performance	Frequency	Percentages
Numbers of promotions	25	56
Numbers of Lecture contact hours	5	11
Numbers of publications and research work	10	22
Numbers of student graduated	5	11
Total	45	100%

Source: Field Survey June, 2018.

Table 3 above revealed that 25 (56%) of the respondents were of the opinions that numbers of promotions is the means of assessing job performance of female academics in their institutions. 10 (22%) of the respondents said that is the numbers of publications and research works, while 5 (11%) of the respondents said that is the numbers of lecture contact hours, while 5 (11%) of the respondents said that is the numbers of student graduated respectively. The findings revealed that numbers of promotion is the mean of assessing job performance of female academics in their institutions as supported by the majority 25 (56%) of the respondents asked in the field. This is because the numbers of promotions are evidence to shows the level of job performances and contributions in the institutions.

Table 4: A way of balancing academics and family responsibilities by female academics

Balancing academics and family responsibilities by female academics	Frequency	Percentages
Personal commitment	10	22
Effective time management	5	11
Flexible working conditions	20	45
Specification of workloads	10	22
Total	45	100%

Source: Field Survey June, 2018.

Table 4 above revealed that 20 (45%) of the respondents were of opinions that flexible working conditions is the way of balancing academics and family responsibilities by the females academics in their institutions. 10 (22%) of the respondents said is the personal commitments and specification of workloads respectively, while 5 (11%) of the respondents said that is effective time management. The findings revealed that flexible working conditions in the institution is the way of balancing academics and family responsibilities as supported by the majority 20 (45%) of the respondents asked in the field. The flexibility allows them to fix their lectures and completion of other works in the evening or weekend at home or office on weekend and so on.

Table 5: The important of job performance of female academics

Important job performance	Frequency	Percentages
Economic growth and wellbeing	25	56
Equal participations	10	22
Self actualization	5	11
Career growth and development	5	11
Total	45	100%

Source: Field Survey June, 2018.

Table 5 above revealed that 25 (56%) of the respondents were of the opinions that economic growth and well beings is the important of job performance of female academics. 10 (22%) of the respondents said that its was equal participations, while 5 (11%) of the respondents said that it was self actualization and career growth and development respectively. The findings revealed that economic growth and well beings is the important of job performance of female academics as supported by the majority 25 (56%) the respondents asked in the field. This is because it improves on their standards of living and career growth in the society.

DISCUSSION OF THE FINDINGS

It was revealed that majority of the respondents said academic qualifications is the Sociological factor that determine job performance of female academics in their institutions as shows on table 1 and supported by the views of Chunwuba and Osumuyumin (2011), Paola (2017), Verick (2017) and Kieran (2014) in the literature reviews of the study.

It was also revealed that age of child raising coincided with their ages of career pursue is the sociological factors that constituted a challenge to job performance of female academics in their institutions as supported by the majority respondents as shown on table 2. And also it was supported by the views of Verick (2017) and Muhammed and Sallan (2011) in the literature reviews of the study.

And also the findings was revealed that majority of the respondents said that numbers of promotion is the way of assessing job performance of female academics in their institutions as shows on table 3 and the views of Hadjazi and Omidı (2011), Chunwuba and Osumuyamin (2011) and Paola (2017) in the literature reviews of the study.

The findings also revealed that majority of the respondents were of opinions that flexible working conditions is the way of balancing

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academics with family responsibilities by the female academics as supported by table 4 and the views of Hadjazi and Omidì (2011), Paola (2017) in the literature reviews of the study.

Finally, the findings also revealed that majority of the respondents said that economic growth and well beings is the important of job performance of female academics as shows on table 5 and the views of Hadjazi and Omidì (2011) and Paola (2017) in the literature reviews of the study.

SUMMARY

Sociological factors like academic qualifications determine job performance of female academics in their institutions in Nasarawa state. Likewise sociological factor like the age of child raising coincided with their ages of career pursue constituted a challenge to job performance of female academics in their institutions in Nasarawa State. These are identifies among others sociological factors that determines and constituted a serious challenges to job performance of female academics in their institutions.

Sociological factors like promotions, flexible working conditions among other factors constituted mean of assessing job performances of female academics in their institutions and serve as a mean of balancing their academics with family responsibilities. Where all these contributions had helped in improving economic growth and well being of female academics in their institutions, family and the society at large in Nasarawa State.

CONCLUSION

Sociological factors are very critical to job performances of females in academics in their institutions in Nasarawa state. These sociological factors of female academics had contributed either positively or negatively to their job performances in their institutions in Nasarawa State. To have and sustain successful job performances of female academics the institutional management, have to consider these

sociological factors on the process of policy making and implementation of academic activities in their institutions. These can equally facilitates the growth and healthy job performance of female academics in their institutions Nasarawa state.

RECOMMENDATIONS

- Further studies should be emphasis and encourage among female academics to growth like their men counterparts in their tertiary institutions in Nasarawa state.
- The challenge to job performances of female academics should be indentifies and address it accordingly in their tertiary institutions
- Periodic of promotions and implementations should be carryout to enhance their job performances in their tertiary institutions
- Flexible working conditions should be put in place in tertiary institutions as to enable female academic to balance their academics with their family responsibilities.
- Public enlightenments should be carryout on the important of job performances of female academics in their tertiary institutions, families and the society in Nasarawa State.
- All hands must be on desk to encourage job performances of female academics in the society.

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