

TRANSFORMING EDUCATION THROUGH AN AWARENESS ON MARITAL CRISIS AND JOB PERFORMANCE OF TEACHERS: IMPLICATIONS FOR COUNSELLING

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Abstract

The study- focused on transforming education through an awareness of marital crisis and job performance of married public secondary school teachers in Ikot Ekpene Senatorial District of Akwa Ibom State, Nigeria: Implications for counselling. Two null hypotheses were formulated to guide the study. 764 married public school teachers were sampled from a population of 1,952 married teachers from 30 public schools. The reliability of the instrument was 0.74, using Cronbach Alpha Coefficient Analysis. The hypotheses were tested using Analysis of Variance (ANOVA) and Dependent t-Test statistics at 0.05 level of significance. Findings revealed that age in marriage and household chores have a significant influence on job performance of teachers. It was concluded that married teachers, who are experiencing marital crisis at home, may be affected at the work-place negatively resulting in poor job performance. Among the counselling implications was that all married teachers should be made to undergo seminars on factors capable of influencing their job performance.

Marital crisis could be taken as disagreement between marital partners over values, beliefs, goals, norms and behaviours, which make up the structure of the nuclear units. The crises may centre on income, decision-making, sex relations, in-laws, childlessness, promiscuity, lack of caring, responsibilities, career and bad or poor communication. This view is supported by Denga (1990) who affirmed that for harmony in marriage to be attained, needs which people have inside them, which cause them to act, must be met. According to Denga, needs like respect, sexual fulfillment, shared responsibility, acceptance, security, faithfulness, being understood, loved, having one's own children, good communication, etc, must be met in all or at least partially to avoid crisis in marriage. Denga who sees these marital needs as drivers which demand satisfaction, postulated that when needs are not satisfied, an

individual becomes restless, and exhibits abnormal behaviour, and can remain in a state of disequilibrium until the needs are met wholly or at least partially.

Enabulele (1985), Khan (2002), Sanni (2005), Santos (1975), Whitehead (1999), Yahaya and Idowu (1998), posit that career couples are particularly vulnerable to the problems of work-family spillover conflicts. These authors maintained that role overload resulting from the home and workplace can have a negative influence on the job performance of the individual concerned. This assertion according to the authors stressed the importance of marriage in human activities, especially performance of employees on their jobs. The study is aimed therefore at determining the influence of age in marriage and household chores in marriage on job performance of teachers. It is believed that the awareness derived from the result of the study would contribute positively to the much anticipated global transformation in education.

Purpose of the Study

The major concern of the study was to determine the influence of age in marriage and household chores in marriage on job performance of teachers in Ikot Ekpene Senatorial District of Akwa Ibom State: Implications for counselling.

Research Hypotheses

The following hypotheses were formulated and tested statistically:

1. There is no significant influence of age in marriage on job performance of teachers.
2. There is no significant influence of execution of household chores in marriage on job performance of teachers.

Methodology

The ex-post facto design was adopted because it is a method of testing out possible antecedents of events that have happened and cannot be engineered or manipulated (Cohen & Manion, 1985).

Population

Population of the study consisted of 1,952 married secondary school teachers in public schools.

Sample and Sampling Procedure

The sample size was 764 married public secondary school teachers obtained through stratified random sampling technique.

Research Instrument

The instrument tagged Transforming Education through an Awareness of Marital Crisis and Job Performance of Teachers Questionnaire (TRAMCJPTQ) was made by the researcher and used in gathering the relevant data for the study.

Validity of the Instrument

The instrument was face and content validated appropriately by experts in Sociology, Measurement and Evaluation in the University of Uyo, Akwa Ibom State.

Reliability of the Instrument

A group of 50 married secondary school teachers drawn from a school that was not used for the actual study were used for the reliability study. The instrument was administered once to the said set of teachers. The scores from the administration were subjected to Cronbach Alpha Coefficient Analysis. A reliability coefficient of 0.74 was obtained. The reliability coefficient level of 0.74 was considered high enough to establish a reliable instrument for a given study.

Procedure

The instrument was administered on the subjects by the researcher with the assistance of research assistants. Data collection lasted for two weeks. The data obtained from the instrument were analyzed using relevant statistics.

Method of Data Analysis

The data was analyzed by using one-way analysis of variance (ANOVA) for the variable age in marriage and dependent t-test for the variable execution of household chores in marriage respectively.

Results Hypothesis 1

The hypothesis stated that there is no significant influence of age in marriage on job performance of teachers in Ikot Ekpene senatorial district. To test this hypothesis, a one-way analysis of variance (ANOVA) was used to determine if there was any significant influence of age in marriage on job performance of teachers and the result presented in Table 1.

Table 1: Table of One-way Analysis of Variance (ANOVA) of Influence of Age in Marriage on Job Performance of Teachers in Ikot Ekpene Senatorial District

Source of variation	SS	Df	MS	F(cal)
Between groups	452.49	4	113.122	132.46
Within groups	648.22	759	.854	
Total	1100.71	763		

*P < .05; critical/= 3.32

The result of analysis of variance in table 1 shows that there was a significant influence of age in marriage on job performance of teachers in Ikot Ekpene senatorial

district. This is because the calculated f-value of 132.46 was greater than the critical f-value of 3.32 at .05 level of significance with 4 and 759 degrees of freedom. The null hypothesis was therefore rejected, implying that age in marriage influences job performance.

Hypothesis 2

This hypothesis in the null form stated that there was no significant influence of execution of household chores in marriage on job performance of teachers in Ikot Ekpene senatorial district. This hypothesis was tested using Dependent t-test analysis to determine whether there was any significant influence of execution of household chores in marriage on job performance of teachers in Ikot Ekpene senatorial district and the result presented in Table 2.

Table 2: Table of Dependent t-test Analysis of the Influence of Execution of Household Chores in Marriage on Job Performance of Teachers in Ikot Ekpene Senatorial District

Variables	\bar{X}	SD	df	t
Execution of household chores	12.64	2.24	763	156.737
Job performance	45.49	6.01		

*P < .05; critical t = 1.96; n = 764

The result of the analysis as presented in Table 2, gave a calculated t-value of 156.737. This calculated t-value of 156.737 was found to be greater than the critical t-value of 1.96 at 763 degrees of freedom at .05 level of significance. This means that there is a significant influence of the execution of household chores in marriage on job performance of teachers in Ikot Ekpene senatorial district.

Discussion of Findings

The Influence of Age in Marriage on Job Performance of Teachers

The study showed that age in marriage has a significant influence on job performance of teachers. This result agreed with the studies of Sanni (2005), Wright (1982), Landis and Landis (1977) which among other things posited that age in marriage, which translates to maturity in marriage, is a determining factor in marital stability and which will have a corresponding effect on other areas of life. This was informed by the observation that as couples stay together longer in marriage, they will acquire adjustment skills necessary for marriage stability. This means that the couple will learn to understand each other, grow in love, pursue goals necessary for the

growth, development and prosperity of the family, learn through their daily experiences and mistakes to accept each other's limitations, change the things they can and accept those they cannot change as part of life.

It is out of the accumulation of these experiences that those who have stayed in marriage long together can advise new comers well. Experience is said to be the best teacher, because you acquire first hand and practical information on a situation. Those that have stayed together in marriage for many years have the tendency to manage crisis well with better understanding of each other. It is therefore not surprising to notice that during traditional marriage ceremonies, among the people in the area of research, the bride is usually handed over to the parents of the bridegroom. This tradition is because of the assumption that these parents having been married for many years have acquired enough experience to guide their newly married children.

Newly married people on the other hand, have a tendency of being erratic, judgemental and selfish. They lack tolerance and empathic understanding of each other and situations around them. This kind of mind-set will not allow them to face challenges with a sense of maturity. Maturity is not a commodity one can buy with money; rather, it is acquired through learning and exposure to experiences of life. The tendency for this group is to magnify challenges out of proportion, which will affect the marriage and other areas of their lives. As couples stay together longer in marriage, there is the tendency that they will adjust to the demands of marriage as a result of experiences gained over the years. But couples with lower number of years in marriage, experience more marital crisis which influence their job performance, because they have not yet developed adjustment capacity in marriage.

The Influence of Execution of Household Chores in Marriage on Job Performance of Teachers

The study found a significant influence of execution of household chores on job performance of teachers. This result agrees with the studies of Bisong (2004), Kemp (1994), Reed and Fanslow (1984), Sanni (2005), SuIvian and Thompson (1991), which among other things affirmed that, execution of household chores are inevitable and have consistently clashed with job performance in the place of work. This result was informed by the observation that conflicts, frustration and stress in balancing the demand between the place of work and home will affect the job performance of the teacher, who is tired, and worn out due to the execution of household chores.

Execution of household chores are the different unpaid jobs or services rendered in the home by family members. In our contemporary society, it is the wife that bears this great burden more than the husband and the children. In the past, the wife was the one who took care of all the execution of household chores including

rearing of the children, because she was in almost all cases, a full-time housewife. The duty of the husband was to provide food and money to the family. Today with the emergence of the dual-career family pattern, the story has not changed much. The wife is seen by the husband and the society as the one who must provide the services called household chores.

The situation becomes worst in homes with no assisting help maid. At the end of the day, it is the wife who will combine her career with the execution of household chores with little or no help from other family members. The husband who may decide to help her in some areas is seen by friends and his relatives as a "push-around man". This ugly situation can also affect a man who though married, but stays at another location due to the nature of his work. In whatever situation that it happens, the individual who performs household chores alone without any help is bound to experience stress, tiredness and ill-health. This situation gives rise to cases where the wife refuses the sexual advances of her husband because of tiredness. Most husbands react violently to this refusal of their fundamental right without considering their wives' condition. These husbands do not consider tiredness as a strong reason to put off sexual intercourse, whereas the wife's tiredness is a strong reason to put her off sexually.

This trend of allowing one spouse to perform the household chores if not corrected, will affect other areas of the person's life. The individual suffering from this stressful condition may not be able to go out and interact with friends and relatives as the case should be because of time constraint and tiredness. The job performance of the person in the work place will suffer because an individual who is overloaded with tasks outside the place of work, can experience and exhibit a drop in their job performance. This may be in the areas of punctuality, sick leave, etc.

Conclusion

In the foregoing pages of this paper, some attempts have been made to examine how education can be transformed through an awareness on marital crisis and job performance of teachers as well as counselling interventions that could ameliorate the situation. In the paper, it has been pointed out that married teachers, who are experiencing marital crisis at home, may be affected at the work-place negatively resulting in poor job performance. The study affirms that age in marriage and household chores in marriage significantly influence the job performance of teachers. Therefore, stakeholders in the education sector should be sensitive to this fact in order to transform the sector positively.

Implications for Counselling

The findings in this study have serious implications for the married teachers, school principals, State Secondary Education Board, Ministry of Education, other employers of labour, the counsellors, the applicants, the employees, the clergy and the general public. Based on the research findings and the conclusions drawn, the following recommendations were made:

1. School counsellors should recommend through seminar presentations to the married teachers, school principals, state secondary education board, ministry of education, other employers of labour and married workers that factors outside the work itself or work environment, can influence job performance.
2. Counsellors should recognize that marital crisis variables have a significant influence on job performance as revealed in this study, and use them as vital hints necessary for pre marital, marital and occupational counselling of married and would be married teachers in Nigeria.
3. The Ministry of Education should sponsor periodic studies to find out personal problems of individual teachers that may have an influence on their job performance.
4. Immediate employer should develop the technique of relating with each employee on individual basis. This will afford htm (employer) an opportunity to understand the individual needs and problems of each of the staff.
5. In the areas of transfers and postings, the state secondary education board should consider these married teachers. They should be posted to where they can go to work from their homes, except where it is absolutely unavoidable to post a partner away from the spouse.
6. Out of love and rational thinking, in the absence of a maid in the home, family members should share in accomplishing household chores. Since the husband, wife or the children are not slaves, then household chores should not be allowed for just one person to accomplish.
7. Marriage/family counsellors in schools and public sectors should organize regular seminars/symposia/awareness programmes geared towards assisting married workers to acquire good marriage skills, through the introduction of good marriage therapies.
8. The employers of labour, government at all levels should make deliberate efforts toward organizing marital awareness programmes for staff members, for better coping in marriage.
9. Married couples must decide to grow in marriage as they determine to brace up to the challenges in marriage.
10. Religious leaders have a lot to contribute to the welfare of their members in

the area of marriage. It is true that most religious centres organize pre-marital counselling sessions for would be couples. But effort should be geared toward regular and functional marital counselling sessions which would be managed by professional family/pastoral counsellors for a more productive exercise. Where this is not possible, well-trained personnel in the religious centres may be used.

11. Counselling units in schools should, as a matter of policy, obtain permission and sponsorship for some programmes for regular therapeutic talks organized to help married teachers cope better with marital challenges. This of course, will assist in improving not only the marital life of these teachers, but allow them have stable working minds.
12. All married teachers should be made to undergo seminars on factors capable of influencing their job performance.
13. Counselling should not be limited to schools. It should be extended to the applicants in the world of work, the employees in public and private sectors and the employers of labour, especially the government. This is to enable them to benefit from the services of the counsellor for good living.

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