
**Ineffective Communication in Matrimonial Homes and Niger
Delta University Lecturers' Work Performance, Bayelsa State:
Implications for Counselling**

By

DR. JOHNSON E. MACIVER
*Department of Educational Foundations,
Niger Delta University,
Wilberforce Island,
Bayelsa State.*

and

P. C. IGBOJINWAEKWU, Ph.D
*Department of Teacher Education,
Niger Delta University,
Wilberforce Island,
Bayelsa State.*

Abstract

The study investigated work performance and lack of effective communication in matrimonial homes among Niger Delta University's lecturers in Bayelsa State. One research question and one hypothesis were formulated to guide the study. The research design used for the study was the ex-post facto design. The stratified random sampling technique was used in selecting 1,056 respondents from the population of 1,623 married lecturers from 12 faculties of the university. A validated questionnaire was used in carrying out the study which was measured on a four point scale. The title of the questionnaire was Work Performance and Matrimonial Communication Problems Questionnaire (WPMCPQ). Obtained data from the study were analyzed using mean response to answer the research question and t-test was

used to test the hypothesis at 0.05 level of significance. The result of the investigation showed that lack of communication in matrimonial homes influences Niger Delta University's lecturers' work performance in Bayelsa State. Recommendations were made by the researcher based on the findings that the employers of the lecturers (married) should organize workshops and seminar so that these and related factors in matrimonies should not affect their work negatively. Again, the university counsellors should sensitize married lecturers, the Vice Chancellor and the Registrar to put up programmes and allowances that would enhance their performances at work. The lecturers (married) should be encouraged to go for marriage counselling.

In marriage, communication is very important. It means a mutual transfer of thoughts and feelings from one spouse to the other with the intention that the other spouse understands the message. Onwuasoanya and Okeke (2009) defined communication as a process of sharing with another person one's ideas, opinions and feelings. In many matrimonial homes, communication is lacking such as the absence of pleasant verbal and non-verbal exchange of words. These unpleasant communication may come in form of disrespectful judgments, ridicule, accusations, and judgmental utterances (Owuamanam, 2010). On the other hand, pleasant communication in matrimonial homes means greetings, smiles, exchange of deep emotional words, appreciation of each other's weaknesses, hair styles, dressing, handshakes and emotional touch.

Muazu, Abbas, Afuguai and Makarfi (2010) opined that positive or pleasant communication in matrimonial homes is the basis for good relation of the couple. The absence of pleasant communication in a matrimonial home leads to conflict which is always very common in many homes. Ogunsanmi (2005) opined that there will be happiness, unity and confidence in matrimonial homes if the couples interact honestly, express their feelings and listen to one another patiently. The ability to communicate positively in matrimonial homes permit couple within the system to survive and enjoy their pattern of living and interaction (Maciver, 2004). Again, the ability and willingness to communicate have been found to be among the most important factors in maintaining satisfying ideas and feelings which involve not only the spoken and written words, but also body language (Olson & Defrain, 2000).

Many matrimonial homes have problems of marital conflicts because of lack of positive communication. With positive communication, the couples will be able to withstand the inner and outer pressures in marriage (Maciver, 2004). Lack of communication on the other hand, will disintegrate the matrimonial unity of the spouses. Thus, if this is the situation with the lecturers, male or female, it must affect their environment which is the work place (school or university).

*Ineffective Communication in Matrimonial Homes and Niger Delta University
Lecturers' Work Performance, Bayelsa State: Implications for Counselling*

In our modern society, the lecturers are the needed human resources that can enhance the development of our society. Morally, socially and academically, they help to build up the young minds of the students and help to implement government policies (Wayas, 2009). So many of these lecturers may not enjoy what they are doing due to absence of positive communication at home. These lecturers come in contact with young individuals who are vulnerable to lecturers' transferred aggression (Nwadinigwe and Anyama, 2010). Positive communication in homes facilitates a worker's function at work and also relates him to its external environment (Wehrich and Koontz, 2006). Know that a married lecturer that had a mutual sharing of personal ideas and feelings at home will be able to work effectively at the school. But the married lecturer that experiences problems at home may be affected negatively at work resulting in poor work performance. Aihie (2009), opined that the factors that determine whether there is satisfaction or no satisfaction are not part of work itself; but rather, are external factors which can mar work productivity.

For the fact that communication could affect work performance, it therefore, needs an urgent research work to ascertain how the lack of communication in matrimonial homes influence university lecturers' work performance in Bayelsa State and to proffer solutions of ameliorating its influence through marital counselling in the university.

Theoretical Framework

For this study, Maslow's (1970) hierarchy of needs theory is necessary. There are five human needs in the theory; namely, psychological, safety, social, esteem and self actualization needs. The first three needs are the most basic (lower) human needs while the last two are more complex needs (higher). Until the basic needs are satisfied, people cannot be motivated to move to the complex needs.

To Maslow, motivation comes from an individual's desire to achieve or fulfill a need. That is, the lower needs must be satisfied before the higher ones. In relating Maslow's need theory to matrimonial needs and work performance, the matrimonial needs such as communication in the home is in the realm of social needs. Therefore, if there is no satisfaction of these needs, it becomes impossible for the married lecturer to work effectively at school. Once the social needs are satisfied, esteem needs will emerge and overwhelm the lecturer's work performance.

According to Afro News (2007), social needs entails the need to feel needed, the need for affection, the need to feel a sense of belonging, association, integration, acceptance, friendship and love with others. These can be possible through social interaction. When this social interaction is absent in the matrimonial homes, violence and conflicts will take a toll. This will affect the lecturer's motivation to work hard for the needs of esteem and self-actualization; which is knitted together with his/her work performance. Eventually, the mental health of the lecturer may be affected leading to

high absenteeism, poor performance, low job satisfaction and emotional breakdown (Peretomode, 2003). As a point of departure for this study, Maslow's hierarchy of needs theory is considered very useful by this researcher.

Issues in Literature

Effective communication builds up effective and enhanced matrimonial home. The language of communication serves the roles which are informational, expressive, phatic, directive, ideational, performative and ludic (Ndimele, 2001). Informatively, communication plays the role of passing information to one another in the family. Couples use it expressively to make their emotions and feelings known. In phatic role, communication is used to establish contacts and intimate feelings in the home. In directive role, communication is used to influence the attitude and behavior of each other. It is ideational when it is used to control and seek compliance. When it is used in effecting a sudden change in the family state of affairs, it is performative. Finally, communication is ludic when it is used to create amusement in the matrimony. For effective communication, each of the roles above must be promoted in the matrimonial home.

Communication is the life wire of marital relationship (Esere, 2007). This is so because it helps to establish and apportion roles in the family circle. Communication is positive when it helps in sharing ideas and appreciating of each others weaknesses by showing affection (George, 2009). Positive communication boosts kindness, mutuality, sense of security and respect in the matrimonial relationship.

Olson, Fye and Olsons (1999) carried out a study on the major communication strengths of happy and unhappy couples and using top five communication strengths for married couples and using a survey of 26,442 married couples, they found out that 86% do not understand their feelings, 78% do not share their feelings, 75% are afraid to share feelings because the partner will be angry, 67% receive silent treatment from their partner and 65% receive from partners comment that will put them down. Thus, the conclusion was that couples do not understand their feelings in their matrimony, thereby, making communication ineffective, giving birth to problems and violence. To avoid the situation above, counselling management skills should be used for proper adjustment in the matrimony. Effective communication adjustment through counselling is possible (Onwasoanya and Okeke, 2009). In their study, they looked at management, communication, social and sex-related skills. These are variables that can bring about marital stability in homes as their study showed. From this result of their study, marriage counselling is a vital tool in enhancing effective communication. Supporting the use of family counselling, Undiyaundeye and Akpanke (2009) investigated the efficacy of communication management skills training in mending a marriage after infidelity in marital unions. From the results of the study, there was a significant difference in couples' mending of differences after infidelity of couples treated with

Ineffective Communication in Matrimonial Homes and Niger Delta University Lecturers' Work Performance, Bayelsa State: Implications for Counselling

communication management training skills compared to those not treated. These findings showed that couples should go for counselling so as to minimize matrimonial conflicts.

Ineffective communication in matrimonial homes can lead to a breakdown in matrimony and work performance if not well managed. There was a study carried out by Olorunfemi (2009) on family-work conflict, information use and work competence. The findings was that managing matrimonial conflicts and work duties is a difficult task to married couples. Thus, ineffective communication can be reduced if couples embrace marriage counselling for effective work performance.

The study of Saniiii, Umobong and Okediji (2011) was in support of effective matrimonial communication as an indicator of effective work performance. They studied the personal-social indicators of marital stability of workers in Nigeria. Their findings revealed that family counselling for married workers enhance effective communication and work performance.

Statement of the Problem

When students fail examination or indulge in unwholesome vices, the blame from the public falls on the teachers or lecturers (Akpan, 2003). This is because the universities or schools have the responsibility of producing standard products (students). But the opposite is the case today.

Most of these lecturers or teachers vested with the responsibility are married with families. Going by the literatures in this study, these lecturers or teachers are likely going to have family problems that are caused by ineffective communication in their matrimonial homes. Therefore, the problem of this study is to investigate the influence of lack of effective communication in matrimonial homes on Niger Delta University lecturers' work performance in Bayelsa State.

Research Question

How does lack of effective communication in matrimonial homes influence Niger Delta University married lecturers' work performance in Bayelsa State?

Research Hypothesis

Lack of effective communication in matrimonial homes does not significantly influence Niger Delta University married lecturers' work performance in Bayelsa state.

Methodology

The ex-post facto research design was used for this study. The population of 1623 comprised all married Niger Delta University lecturers from Bayelsa State. The sample size of 1,056 married lecturers from 12 faculties of the university were selected

through stratified random sampling technique for the study. The sample consist of 528 females and 528 males who are married lecturers from Niger Delta University, Bayelsa State.

Research Instrument

The instrument used for the study was "a four point scale" validated instrument called Work Performance and Matrimonial Communication Problem Questionnaire (WPMCPQ). The instrument has two parts and two sections. Part 1 took care of respondents' biodata. Part II has sections A and B. Section A has 5 - items which sought information on lack of effective communication in matrimonial homes. While section B consisted of 10 - items which covered the areas of lecturers' work performance such as lecturer's preparation, use of quality instructional materials, marking students' work, giving of feedback on time, cooperation with colleagues, accepting change, obeying university's rules, friendliness with students and lecturing on time/covering course outlines.

Data analysis

The obtained data from the responses were analyzed with the use of mean responses. The weighted mean points of 2.5 and above were considered as being strongly agreed items by respondents, and items with the weighted mean score below 2.5 were considered as being rated as strongly disagreed by the respondents. To test the hypothesis at 0.05 level of significance, the dependent t-test was used.

Results

Research questions: How does lack of effective communication in matrimonial homes influence Niger Delta University married lecturers work performance in Bayelsa State?

Table 1: Mean and Standard deviation on lack of effective communication in matrimonial homes of Niger Delta University's married lecturers

Variables	N	X	SD	Weighted X
Lack of effective communication	1056	9.42	2.513	1.87
Lecturer's work performance	1056	20.95	7.562	2.08

Ineffective Communication in Matrimonial Homes and Niger Delta University Lecturers' Work Performance, Bayelsa State: Implications for Counselling

From Table 1 above, the respondents strongly disagreed to each of the items that would have promoted effective communication in the matrimonial homes as shown by the weighted mean of 1.87. This score is below 2.5 showing that matrimonial homes of Niger Delta University married lecturers have problem of lack of effective communication. For the weighted mean score for lecturers work performance which is 2.08, shows that there is poor work performance. The above analysis implies that the problem of lack of effective communication in matrimonial homes has sharply influenced Niger Delta University married lecturers' work performance in Bayelsa State.

Hypothesis: Lack of effective communication in matrimonial homes does not significantly influence Niger Delta University's married lecturers work performance (N = 1056)

Variables	X	SD	Calculated t	t. Crit
Lack of effective communication	9.47	2.513	66.647	1.95
Lecturer's work performance	20.95	7.562		

$P < .05$, $df = 1057$; critical $t = 1.95$

The dependent t-test was used in testing the hypothesis and the result reveals that the calculated t-value is 66.647. This is greater than the critical t-value of 1.95 at 1057 degree of freedom and .05 level of significance, showing significant influence. Therefore, the null hypothesis was rejected. Therefore, there is a significant influence of lack of effective communication on Niger Delta University married lecturers' work performance in Bayelsa State.

Discussion of Findings

From Table 2 above, it is obvious that lack of effective communication in matrimonial homes influences Niger Delta University married lecturers' work performance. In fact, lack of effective communication could bring about matrimonial violence and conflict which will in turn bring down lecturer's productivity in the university. The result of this study supports Assian (2008) findings that communication positively or negatively influence marital stability of teachers who are married. Sanni, Umobong, Modo and Okediji (2011) in similar study observed that communication is a significant indicator of worker's marital stability. Thus, effective communication in matrimonial homes is vital if the lecturer must be productive at work (Maciver, 2004).

Olson, (2000) study supported the findings of this study. He observed that partners often receive from partners comments that hurts. This shows that the

communication was void of its informative, expressive phatic, directive, ideational, performative and ludic roles as opined by Ndimele (2001). Therefore, family counselling should be encouraged in the universities so as to reduce lecturers' low productivity at work. In support of this view, Onwasoanya and Okeke(2000) suggested communication management skills for couples.

Conclusion

Without mincing words, if married universities' lecturers go for family counselling, their matrimonial homes and work performance will improve greatly. It is only then the universities goals of producing standard graduate will be achieved.

Implications for Counselling

Lack of effective communication in matrimonial homes has a devastating influence on the work performance of married lecturers. Therefore, there is the need for counsellors to use counselling remediation to see that the lecturers are carried along for effective work performance. If university counsellors are able to do this intensively and continually, it will improve lecturer's marriages and its influences on their work performances.

Recommendations

1. Bayelsa State government should employ more counsellors, and give them the enablement to carry out family counselling beside their normal university counselling duties.
2. The university's counsellors should organize workshops and seminars for married lecturers with special emphasis on how lack of effective communication in their matrimony can influence negatively, their work performance
3. The university counsellors should sensitize students on the need to adjust to their lecturers so as to achieve higher grades and standards at the end of their degrees examinations.

References

- AfroNews, L. (2007). Half of Nigeria's women experience domestic violence. Retrieved March 12th 2014 from [http:// www. afro, com/ awrtivles/16471](http://www.afro.com/awrtivles/16471).
- Akpan, R. (2003). *Theories and practice in educational administration* Uyo: MMEF (NM) Ltd.
- Arhie, O. N. (2009). Prevalence of domestic violence in Nigeria: Implication for counselling. *Edo Journal of counselling*. 2(1)24 -35
- Assian, M. S. (2008). Marital stability variables on teaching effectiveness of secondary school teachers in Uyo Local Education committee in Akwa-Ibom State. Unpublished thesis, university of Uyo. Uyo. Akwa-Ibom state.
- Esere, M. O. (2007). Communication management skills training as a marriage enrichment programme in the improvement of marital adjustment. *The counsellor*. 25 (23): 69-76.
- George, I. N. (2009). *Family: Sex and marital counselling*. Nigeria: Abaam Publishing Co.
- Maciver, J. E (2004). Effective communication, intimacy and problem solving technique skills training among some selected working class married couples: Implication for counselling. *Unpublished Ph. D Thesis of Delta State University, Abraka, Nigeria*.
- Maslow, A. H. (1970). *Motivation and personality*. New York: Harper and Row Ltd.
- Muazu, M; Abbas, H; Afuwai, E. and Makarfi, A. (2010). Family crisis: Its implication on family members and society at large. *Nigeria Journal of home economics*. 5 (5). 148 - 155.
- Ndimele, O. M. (2001). *Readings on language*. Port Harcourt: Embei Books.
- Nwadinigwe, I. P. and Anyama, S. C. (2010). Marital adjustment and family stability among couples: Implication for counselling. *The Lagos counsellor*.3 (1) 2- 10.
- Ogunsanmi, J. O. (2005). Economic stress and marital adjustment among couples. *The Nigerian Journal of Guidance and Counselling*. 10(1) 12-21

- Olorunfemi, O. Y. (2009). Family work conflict, information use and social competence: A case study of married Postgraduate students in the Faculty of Education. University of Ibadan. <http://www.acas.org.uk/media>. Retrieved on 3/2/2015
- Olson, D. H. and Defrain, J. (2000). *Marriage and family: Diversity and strengths*. London: Mayfield publishing company.
- Onwasoanya, P. N. and Okeke, N. U. (2009). Family counselling management skills and marital stability among literate couples in Akwa South L. G.A of Anambra State. Abuja conference proceedings for the 34th annual national conference of the Counselling Association of Nigeria, pp 42-48.
- Owuamanam, T. (2010). "When things fall apart in marriage: What next?" *Nigerian compass* .P. 18. 2010
- Peretomode, V. (2003). *Educational administration: Applied concepts and theoretical perspectives for students and practitioners*. Lagos: Joja press limited.
- Sanni, K. B., Umobong, M. E., Modo, F. N. and Okediji, A. A. (2011). Personal social indicators and marital stability of workers in Nigerian universities. *Journal of Education*. 4(1): 137 - 148.
- Undiyaundeye, F. and Akpanke., A (2009) Communication management skills training as a marriage enrichment strategy for mending a marriage relationship after infidelity for family stability. *The counsellor*. 26 (2): 47 -56.
- Way as, S. O. (2009). Predictors of healthy living and stabilized family life among married women in two private universities in Ogun state. *The Nigerian journal of guidance and counselling*. 14 (1) 15-17
- Wehrich, H. and Koontz (2006). *Management: A global perspective*. New York: McGraw-Hill publishing company limited.

