

Occupational Stress and Psychological Health of Employees of University Libraries in Osun State, Nigeria

Pauline Oghenekaro Adeniran, Redeemer's University, Nigeria*

Stephen Olakunle Alabi, Redeemer's University, Nigeria

ABSTRACT

This study examined the influence of occupational stress on the psychological health of the employees of university libraries in Osun State, Nigeria. A random sample of 32 participants from selected university libraries in Osun State, Nigeria was used. The result of the hypothesis revealed a weak positive correlation between occupational stressors and psychological health status ($N = 32, r = 0.427, p = 0.015$). The test also shows a weak positive correlation between the level of occupational stress and psychological health status ($N = 32, r = 0.493, p = 0.004$). The study concluded that employees who do not experience work-related stress would enjoy good health. The study also recommended that the management of university libraries should ensure that they provide mentorship, funds, internet facilities, and encouragement to their employees to ensure a stress-free work environment so that library employees would continue to enjoy good health.

KEYWORDS

Library Employees, Occupational Stress, Occupational Stressors, Psychological Health, University Libraries, Wellbeing

INTRODUCTION

Occupational stress is a term used to define ongoing stress that is related to the workplace. The stress may have to do with the responsibilities associated with the work itself or be caused by conditions that are based on the corporate culture or personality conflicts. As with other forms of tension, occupational stress can eventually affect physical and emotional wellbeing if not managed effectively. Occupational stress is a significant hazard for many workers. Increased workloads, downsizing, overtime, hostile work environments and shift work are just a few of the many causes of stressful working conditions. The human body has a natural chemical response to a threat or demand, commonly known as the “flight or fight” reaction, including adrenaline release. Once the threat or need is over, the body can return to its natural state.

A stressor is an event or set of conditions that causes a stress response. Stress is the body's physiological response to the stressor, and strain is the body's longer-term reaction to chronic stress.

Occupational stress can affect human health when the workplace stressors exceed the employee's ability to have some control over their situation or to cope in other ways.

Stress is the body's reaction to any change that requires an adjustment or response. The body reacts to these changes with physical, mental, and emotional responses. Stress can trigger the body's response to perceived threat or danger, the Fight-or-Flight response. Certain hormones like adrenalin and cortisol are released during this reaction, speeding the heart rate, slowing digestion, shunting blood flow to major muscle groups, and changing various other autonomic nervous functions, giving the body a burst of energy and strength. Originally named for its ability to enable us to fight or run away when faced with danger physically. It's now activated in situations where neither response is appropriate, like in traffic or during a stressful day at work. When the perceived threat is gone, systems are designed to return to normal function via the relaxation response, and this often does not happen enough, causing damage to the body in our time of chronic stress. When faced with chronic stress and an over-activated autonomic nervous system, people begin to see physical symptoms. The first symptoms are relatively mild, like chronic headaches and increased susceptibility to colds. With more exposure to chronic stress, however, more serious health problems may develop (Scott, 2020).

Studies have shown that occupational stress has a significant effect on workers' health and job performance (Asamoah-Appiah & Aggrey-Fynn, 2017; International Labour organization, 2016; World Health Organization, 2016). Buchan (2001), Mojinyinola (2001), and Zajons (2005) opined that he who feels observed and evaluated tends to perform better on simple or previously acquired tasks. The authors contend further that stress in the relationship with an individual could result particularly from anxiety. This has led some researchers to view stress with the super ordinate as the most promising variable that affects the workplace with implications on workers' efficiency and productivity (Fielder et al., 2000; Borden, 2002).

STATEMENT OF PROBLEM

Several issues/challenges can be linked to workplace experiences. Many university library workers have been experiencing physical and emotional stress as a result of the job induced stressors in their jobs which they have little or no ability to cope with (Ajala, 2011; Amusa et al., 2013; Isebe, 2015; Komolafe, Opadeji, & Haliso, 2012). More often than not, the library workers are saddled with an array of responsibilities of acquisition, organisation of resources and management to meet the users' needs. Users are trained on the use of the Internet and other electronic resources, all of which expose these employees to the risk of sitting in front of a computer for long hours. Shift duties, weekend duties, difficult relationships among co-workers and management, management bullying, lack of opportunities or motivation for advancement in one's skill level, government policies, and budget cuts are all stress-induced factors to these employees. This study investigates the influence of job stressors on the psychological health of the employees of university libraries in Osun State, Nigeria.

RESEARCH OBJECTIVES

The study's main objective is to investigate the job stressors in university libraries in Osun State, Nigeria and their effects on the psychological health of the employees. Specific objectives are:

1. Identify the occupational stressors in the job of university library employees in Osun State, Nigeria
2. Determine the occupational stress level of university library employees in Osun State, Nigeria.
3. Ascertain the psychological health status of university library employees in Osun State, Nigeria.
4. Examine the influence of occupational stressors on the psychological health status of university library employees in Osun State, Nigeria.

5. Determine the influence of the level of occupational stress on the psychological health status of university library employees in Osun State, Nigeria.
6. Examine the joint influence of occupational stressors and level of occupational stress on the psychological health status of university library officials in Nigeria.

Research Questions

The following questions were raised for this study:

1. What are the occupational stressors in the job of university libraries employees in Osun State, Nigeria?
2. What is the level of occupational stress of university libraries employees in Osun State, Nigeria?
3. What is the psychological health status of the employees of university libraries in Osun State, Nigeria?

The following null hypotheses guided the study:

- H₀₁:** There is no significant relationship between occupational stressors and the psychological health status of university libraries employees in Osun State, Nigeria.
- H₀₂:** There is no significant relationship between the level of occupational stress and psychological health status of university library employees in Osun State, Nigeria
- H₀₃:** Occupational stressors and level of occupational stress will not significantly influence the psychological health status of university library employees in Osun State, Nigeria

REVIEW OF LITERATURE

Occupational Stressors in the Job of Library Employees

Dina (2016), in a study at the University of Lagos and Lagos State University, reported that professional librarians' job performance could be affected by enormous stress. The scholar also reported that librarians who engage in other activities apart from those primarily assigned to them by their employers are prone to stress than others. This, according to the scholar, affects their job performance negatively. The study by Dina also revealed occupational stress as one of the cardinal problems affecting the wellbeing, commitment and job performance of the university library employees.

The study concluded with the recommendations that university librarians and management teams should facilitate and guarantee the overall health stability of their employees by ensuring that a conducive working environment is encouraged at all times for effective job performance.

Another related research was conducted by Nnadozie (2010) on occupational stress among librarians in federal and state universities in South-Eastern Nigeria. The survey research technique was employed for the study. The findings of the study showed that librarianship makes university library staff suffer certain occupational stress. The study reported that the stressful experiences are caused by unexciting routines, the inadequacy of basic work tools, poor remuneration and that lack of job satisfaction leads to some other unpleasant consequences. The researcher, therefore, recommended, among others, that heads of libraries should rotate their staff regularly and that emoluments and other remunerative packages should be reviewed upward.

Damayanti, Noviami and Nawawinetu (2020) investigated occupational stress among librarians and library staff in Airlangga University, Indonesia. Observation analytical research that has a cross-sectional design was adopted for the study. The researchers found out that most university library employees experience a moderate level of occupational stress and that the analysis of the chi-square

test revealed that role conflicts and career development are significantly related to occupational stress experienced by the employees of the university library in Indonesia.

The research conducted by Agyei, Aryeetey, Obuezie and Nkonyeni (2019) centred on the experience of occupational psycho-social stress among librarians in Ghana, Nigeria and South Africa. A descriptive survey was used for the study. A convenient sampling technique was adopted using 153 librarians from Ghana, Nigeria and South Africa with at least a diploma in any library-related programmes who work in academic, public or special libraries. The study's findings showed that work experience, country of residence of respondents, age, gender, work roles and workers with children under 13 years of age were the main factors that influenced the occupational stress among librarians.

Onyia (2016) in a study on job stress and coping strategies among the staff of polytechnic libraries in Nigeria reported that insufficient funds, non-conducive work environment and introduction of modern technology were the major causes of job-related stress to all library staff in polytechnics in Nigeria, irrespective of age, gender and rank.

Psychological Health/Mental Health Status of Library Employees

The psychological health of employees in any organization is all about workers' wellness. The wellness status of library employees could either have negative or positive effects on their job performances. The concept of wellness according to Lo and Herman (2017) could be viewed from two angles - the clinical tradition of wellness and the psychological tradition. While the former focuses on dealing with stress, anxiety and depression, the latter centers on life satisfaction. Gill (2017) researched the burnout related to occupational stress among library and information professionals. The author adopted a review of related literature for the study. The study's findings revealed that burnout was like a process by which employees become frustrated and unproductive at the workplace due to a high level of stress. The findings also revealed that work-related problems and personal issues could cause burnout. The study concluded with a recommendation to tackle burnout and occupational stress.

Aghighi and Zamani (2020) researched the relationship between job satisfaction with the mental health of female public libraries staff in Hamadan. Survey research was adopted for the study. Questionnaire, five-factor personality and mental health scales were used for data collection. The findings of the study showed that job satisfaction and its subscales were negatively associated with mental health problems. The results also revealed that the importance of individual differences in job satisfaction and the mental health of employees in a workplace could be improved and contributed to the growth and development of society.

Ikonne (2015), in a study conducted in selected university libraries in South-west Nigeria, on job stress and psychological wellbeing among library employees, reported that library employees had challenges with technology and excess or quality of workload. The author noted that role conflict, work environment and role ambiguity have a significant positive relationship on the psychological well-being of the library employees

The Predictive Influence of Occupational Stress on the Health Status of the Employees

Olanrewaju (2015) argued that occupational stress is getting increasingly globalised and affects all professions and all categories of workers. Fortes, Tian and Huebner (2020) investigated occupational stress and employees complete mental health in Cabo Verde and China. Survey research was adopted for the study. Questionnaire was used as an instrument to collect data. Data collected were analysed using independent t-test, bootstrap analysis, Pearson Correlation test, hierarchical moderated regression, and structural equation modelling (SEM) analysis. The findings revealed that occupational stress showed a negative relation to positive mental health and lower psychopathology symptoms in both countries. The results also showed that job burnout mediated the relationship between occupational stress and mental health.

In a study on the predictive influence of job stress on mental health and work behaviour carried out by Olanrewaju (2015) in University College Hospital, Ibadan, a descriptive research design was adopted. A standardised scale was used to measure the selected 300 nurses in the study. The Pearson Product Moment Correlation Coefficient was used to analyse the collected data. The findings showed a significant relationship between job stress and the mental health of nurses in the hospital. The results also revealed a significant relationship between the job stress and work behaviour of nurses in the hospital.

Mark and Smith (2012), in a related study on occupational stress, job characteristics, coping, and the mental health of nurses reported that job demands, extrinsic effort, and over-commitment were associated with higher levels of anxiety and depression. The authors further reported that social support, rewards, and skill discretion were negatively related to mental health problems.

Saka, Kamal and Alabi (2018) investigated the influence of perceived occupational stress on the psychological wellbeing of road safety personnel in Osun State, Nigeria. The survey research design that adopted an ex-post research approach was used for the study. A proportional sampling technique was adopted for the study. Two standardised psychological instruments (i.e. Job Stress Scale by Theorell and Psychological Wellbeing Scale by Ryff) were used for data collection. The study's findings showed that perceived occupational stress had a statistically significant influence on the psychological wellbeing of road safety personnel. Besides, the findings showed no significant influence of sex on the psychological wellbeing of Federal Road Safety Corps members in Osun State. The study concluded that perceived occupational stress is significantly necessary for influencing the psychological wellbeing of road safety personnel.

METHODOLOGY

The survey research design was adopted for the study. A random sample of 32 participants from university libraries in Osun State, Nigeria, were used. The study was conducted during the pandemic of COVID-19 and as such the respondents could not be physically reached; as a result of lockdown. Hence, Google survey/form was used by administrating copies of the questionnaire to respondents online. However, this resulted in the low response rate of 32. Challenges of Internet connectivity and power epileptic confronting Nigerian universities were strong justification that prevented some respondents meant for this study from participating. A structured questionnaire for measuring occupational stress and the psychological health of workers was used. Descriptive statistics such as frequency distribution, percentage, mean and standard deviation were used to analyze the research questions. Hypotheses one and two were analyzed using Pearson Product Moment Correlation (PPMC) analysis, while a multiple regression test was used to analyse hypothesis three.

ANALYSIS OF RESULTS

Demographic Variables of the Respondents

This section presents the respondents' demographic data in terms of institution, age, gender, marital status and qualification.

Figure 1 shows the distribution of library workers by institutions. The figure reveals that 48% of the respondents were from Redeemer's University, 16% from both Bowen and Obafemi Awolowo Universities, 7% were from Joseph Ayo Babalola University as well as Kings University, while 3% were from both Fountain and Osun State Universities. Based on the Figure 1, Redeemer's University has the highest number of respondents for this study, whereas the lowest participants came from two universities, Fountain University and Osun State University.

Figure 2 shows the age distribution of the respondents, 14 (43.8%) of the respondents were between the age range of 35 and 44, 8 (25.0%) were between 45 and 54 years, 5 (15.6%) were between

Figure 1. Respondents' Institutions Source: Online Survey, 2020.

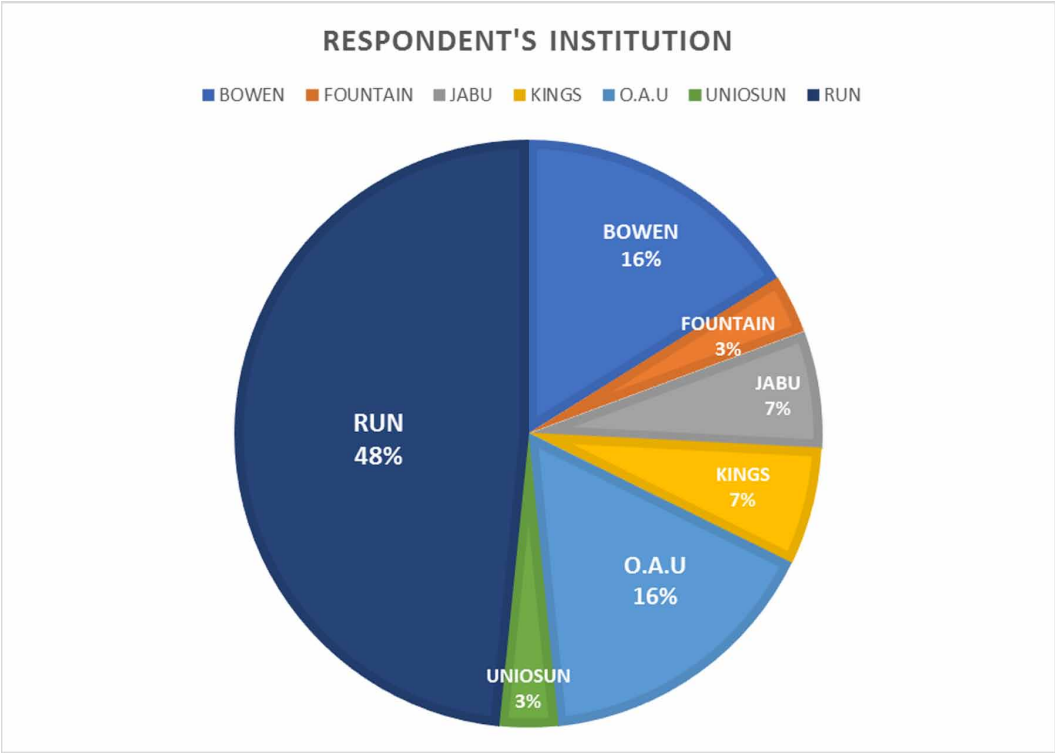
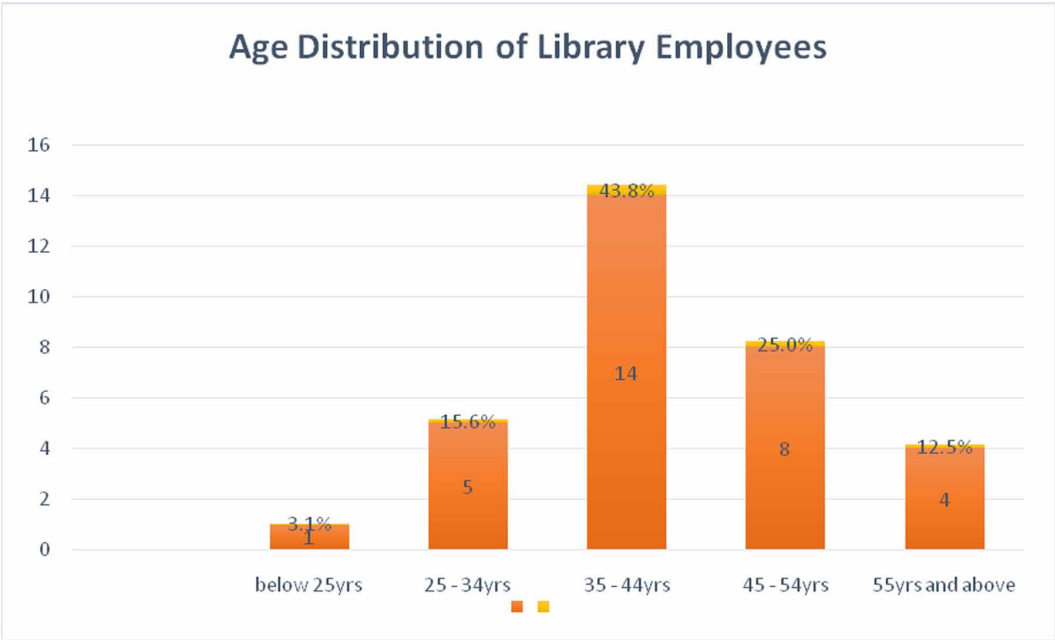


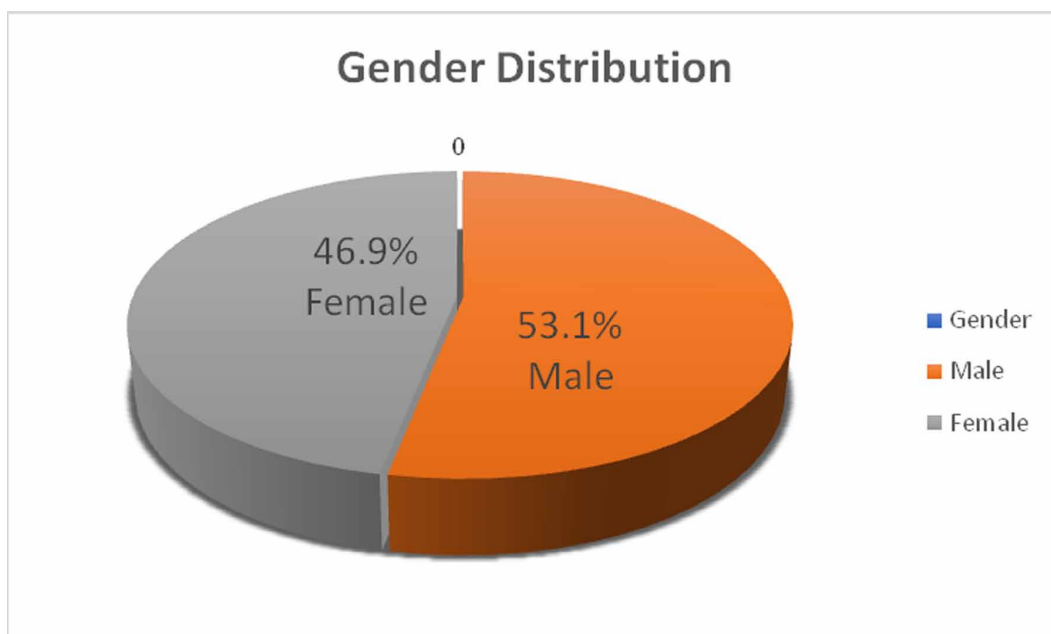
Figure 2. Age distribution of library employees. Source: Online Survey, 2020.



25 and 34 years, 4 (12.5%) were 55 years and above, and 1 (3.1%) were below 25 years. This shows that majority of the respondents were between 35 and 44 years of age.

Figure 3 shows the gender distribution of the respondents. Fifty-Three-point one percent (53.1%)

Figure 3. Gender distribution of the respondents. Source: Online Survey, 2020.



of the respondents were male; while their female counterparts were 46.9%. This shows an almost equitable gender balance.

Figure 4 shows the marital status of the respondents, 87.5% of the respondents were married, 9.4% were single and 3.1% were either widowed, divorced or separated. This indicates that majority of the respondents were married.

Figure 5 shows the qualification of the respondents, 35% of the respondents possessed master degree, 31% bachelor or its equivalent (BLS/BLIS/B.A/B.Sc/HND), 28% diplomas; while 3% of the respondents hold Ph.D and SSCE respectively.

PRESENTATION OF RESEARCH QUESTIONS

The three research questions asked in this study were analysed, and the results were presented below. Likewise, the three hypotheses formulated in the study were also tested and presented below.

Figure 4. Marital status of the respondents. Source: Online Survey, 2020.

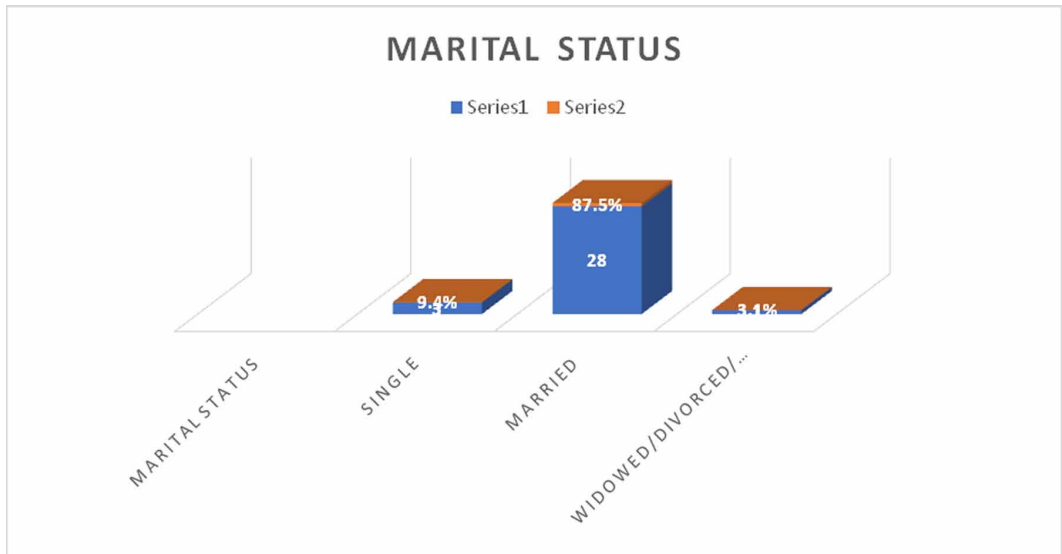
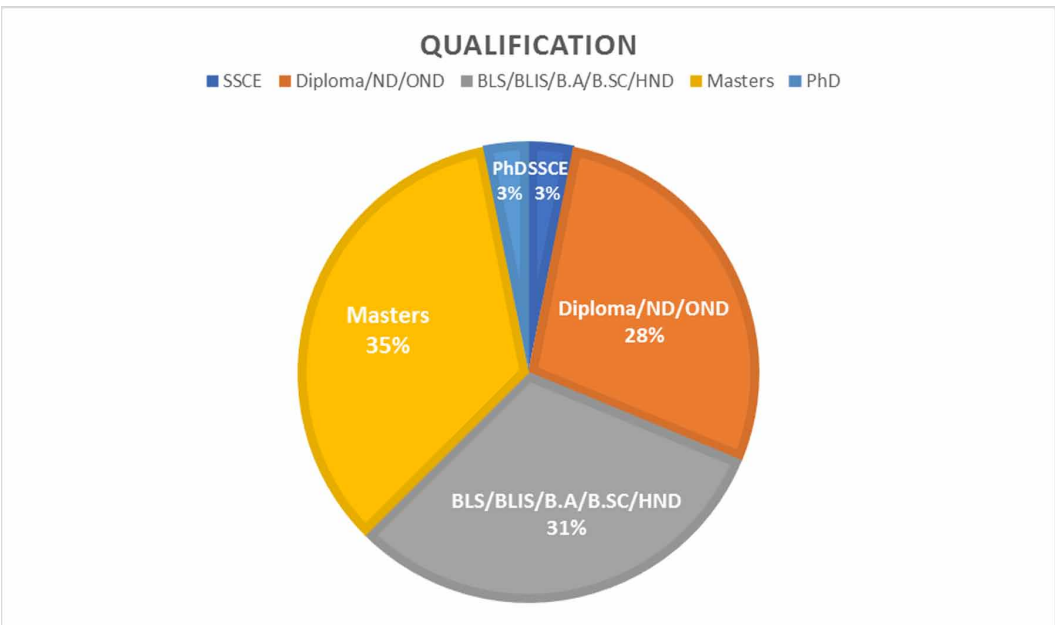


Figure 5. Qualification of the respondents. Source: Online Survey, 2020.



Research Question 1

What are the occupational stressors associated with your library?

To find out the occupational stressors associated with the libraries of the respondents, the respondents were provided with various questions in the questionnaire and were requested to indicate their occupational stressors. The percentage, the mean and standard deviation of their responses were presented in Table 1. Four Likert scale format was used for respondents to indicate the occupational stressors associated with their libraries. The results of the findings from library staff were presented in Table 1. Note that SA, A, D and SD as used in Table 1 stand for: SA = Strongly Agree (4), A = Agree (3), D = Disagree (2), and SD = Strongly Disagree (1). Note also that the rating scale is interpreted as follows:

SA = 4.00 – 3.50, A = 3.49 – 2.50, D = 2.49 – 1.50, SD = 1.49 – 1.00

Table 1. Occupational stressor

Occupational Stressor	SA (%)	A (%)	D (%)	SD (%)	\bar{x}	Std Dev.
Lack of promotion prospects	12.5	21.9	50.0	15.6	2.31	.896
The resources at my disposal are not enough to do my work	6.3	15.6	50.0	28.1	2.00	.842
No opportunity for capacity building (training, getting higher degrees.)	-	21.9	62.5	15.6	2.06	.619
Unfavorable policies made by University Management	-	34.4	50.0	15.6	2.19	.692
The working environment is not conducive	3.1	9.4	56.3	31.3	1.84	.723
Delays in the payment of salaries	6.3	12.5	40.6	40.6	1.84	.884
The worry that there might be further budget cuts	15.6	21.9	43.8	18.8	2.34	.971
Poor Peer Relationship	6.3	9.4	65.6	18.8	2.03	.740
Lack of consultation from management about influential structural changes	3.1	18.8	56.3	21.9	2.03	.740
Inadequate break times/mealtimes	6.3	18.8	53.1	21.9	2.09	.818
Under participation	3.1	15.6	59.4	21.9	2.00	.718
Coping with heavy workload	9.4	28.1	50.0	12.5	2.34	.827
Difficulty in working with a particular colleague in my immediate work setting	-	12.5	59.4	28.1	1.84	.628
I don't have a say when it comes to decision making	9.4	12.5	62.5	15.6	2.16	.808
Criticism by a supervisor	3.1	15.6	68.8	12.5	2.09	.641
Being held accountable for things over which I have no control	3.1	15.6	59.4	21.9	2.00	.718
obeying so many instructions almost at once	12.5	21.9	53.1	12.5	2.34	.866
Having to deal with difficult users	6.3	21.9	50.0	21.9	2.13	.833
I am always under pressure to meet deadlines	6.3	15.6	59.4	18.8	2.09	.777
Grand Mean = 2.09						

Table 1 reveals that the respondents were not stressed in their various university libraries. A closer look at each of the mean scores, against all the nineteen (19) statements as showed in Table 1 revealed three of the occupational stressors (the worry that there might be further budget cuts, coping with heavy workload and obeying so many instructions almost at once) with the highest tie value of 2.34 mean, yet this mean value was not strong enough to be an indicator for stress; based on the

rating scale provided for this study. For the mean to indicate or affirm there is stress in this study, its value would have been between 3.49 – 2.50.

However, none of the mean from the Table 1 has up to 2.50 value, neither the individual mean nor the grand mean. In fact, the respondents disagree with each of the statements on the occupational stressors in this study with the Grand $\bar{x} = 2.09$. This indicated that none of the occupational stressors in this study is associated with their university libraries.

Research Question 2

What level of stress do you experience in your library?

To ascertain the level of stress experienced by the respondents, various options were provided which the respondents were requested to indicate the ones acceptable to them. The average mean score and the standard deviation are shown in Table 2.

Five Likert scale format was used for respondents to indicate the level of occupational stress among them. The results of the findings from library staff were presented in Table 2. Note that VHS, HS, MS, LS, and NS as used in Table 2 below stand for:

VHS (5) = Very Highly Stressed; HS (4) = Highly Stressed; MS (3) = Moderately Stressed; LS (2) = Low Stressed; and NS (1) = Not Stressed

Table 2. Level of occupational stress

Level of Occupational Stress	VHS (%)	HS (%)	MS (%)	LS (%)	NS (%)	\bar{x}	Std Dev.
I feel stressed when sourcing for funds for career development	12.5	15.6	40.6	15.6	15.6	2.94	1.22
I feel stressed in relating with non-teaching staff	-	-	12.5	28.1	59.4	1.53	.718
I feel stressed when sourcing for research funds/grants	6.3	15.6	31.3	21.9	25.0	2.56	1.22
I feel stressed when relating with colleagues	-	-	9.4	31.3	59.4	1.50	.672
I feel stressed trying to meet advancement/promotion criteria	6.3	12.5	15.6	31.3	34.4	2.25	1.24
I feel stressed trying to have the required publications for promotion	9.4	18.8	15.6	25.0	31.3	2.50	1.37
I feel stressed in relating with students	-	3.1	15.6	34.4	46.9	1.75	.842
I feel stressed in obtaining research/conference incentives	9.4	18.8	15.6	25.0	31.3	2.50	1.37
I feel stressed in relating with heads of departments	-	3.1	18.8	25.0	53.1	1.72	.888
I feel stressed in linking with other professionals in my research discipline	-	-	28.1	31.3	40.6	1.88	.833
I feel stressed in interpersonal relationship in my library	-	-	18.8	18.8	62.5	1.56	.801
I feel stressed in relating with university management	3.1	3.1	21.9	25.0	46.9	1.91	1.06
I feel stressed in linking to avenues of professional development	-	9.4	25.0	34.4	31.3	2.13	.976
I feel stressed in participating in institutional administration	3.1	21.9	12.5	25.0	37.5	2.28	1.28
I feel stressed in publishing finished articles	6.3	6.3	43.8	21.9	21.9	2.53	1.11
I feel stressed by the administrative behavior of departmental heads	-	3.1	28.1	25.0	43.8	1.91	.928
I feel stressed in accessing relevant literatures	-	6.3	12.5	31.3	50.0	1.75	.916
I feel stressed in by the state of office facilities	6.3	6.3	18.8	21.9	46.9	2.03	1.23
I feel stressed by the state of accommodation in my place of work	3.1	6.3	18.8	21.9	50.0	1.91	1.12
Grand Mean = 2.06							

Note also that the rating scale is interpreted as follows: VHS = 5.00 – 4.50, HS = 4.49 – 3.50, MS = 3.49 – 2.50, LS = 2.49 – 1.50, NS = 1.49 – 1.00

Table 2 reveals the level of occupational stress of the respondents. The results show that the level of occupational stress experienced by the participants is low with the grand mean (\bar{x} = 2.06).

As showed in Table 2, respondents feel moderately stressed when/in: sourcing for funds for career development with (\bar{x} = 2.94); sourcing for research funds/grants (\bar{x} = 2.56); publishing finished articles (\bar{x} = 2.53); trying to have the required publications for promotion (\bar{x} = 2.50); and in obtaining research/conference incentives (\bar{x} = 2.50).

Research Question 3

What is your Psychological health Status in your library?

To ascertain the psychological health status of the respondents, various options were provided which the respondents were requested to indicate the ones applicable to them. The average mean score and the standard deviation are shown in Table 3. Five Likert scale format was used for respondents to indicate their psychological health status. The results of the findings from library staff were presented in Table 3. Note that SA, A, U, D and SD as used in Table 3 below stand for: SA (5) = Strongly Agree; A (4) = Agree; U (3) = Uncertain; D (2) = Disagree; and SD (1) = Strongly Disagree. Note also that the rating scale is interpreted as follows: SA = 5.00 – 4.50, A = 4.49 – 3.50, U = 3.49 – 2.50, D = 2.49 – 1.50, SD = 1.49 – 1.00

Table 3. Psychological health status of respondents

Psychological Health Status	SA (%)	A (%)	U (%)	D (%)	SD (%)	\bar{x}	Std Dev.
I feel downhearted and moody	-	-	12.5	50.0	37.5	1.75	.672
I feel afraid for no reason at all	-	6.3	15.6	31.3	46.9	1.81	.931
I get upset easily or feel panicky	3.1	-	9.4	53.1	34.4	1.84	.847
I feel energetic, active or vigorous	9.4	78.1	3.1	3.1	6.3	3.81	.896
I feel dull or sluggish	3.1	-	3.1	53.1	40.6	1.72	.813
I feel tired, worn out, used up or exhausted	6.3	12.5	9.4	37.5	34.4	2.19	1.23
I have been waking up feeling fresh and rested	12.5	46.9	25.0	9.4	6.3	3.50	1.05
I have been happy, satisfied or pleased with my personal life	9.4	56.3	21.9	6.3	6.3	3.56	.982
I have lived the kind of life I wanted to	9.4	34.4	43.8	6.3	6.3	3.34	.971
I have felt eager to tackle my daily tasks or make new decisions	12.5	50.0	25.0	3.1	9.4	3.53	1.08
I have felt I could easily handle or cope with any serious problem or major change in my life	21.9	50.0	25.0	-	3.1	3.88	.871
I always experience high blood pressure	3.1	-	3.1	25.0	68.8	1.44	.840
I feel energetic, active or vigorous	3.1	6.3	3.1	15.6	71.9	1.53	1.05
I have low self-esteem/confidence	-	-	6.3	34.4	59.4	1.47	.621
I often experience changes in appetite	-	12.5	18.8	28.1	40.6	2.03	1.06
I feel depression most of the time	-	3.1	18.8	25.0	53.1	1.72	.888
I am always anxious about things	6.3	21.9	15.6	28.1	28.1	2.50	1.30
Grand Mean = 2.49							

Table 3 reveals the psychological health status of the respondents. The results of the analysis show that the psychological health status of the respondents is high as the respondents agreed with five of

the seven positive statements as showed in the Table 3, I have felt I could easily handle or cope with any serious problem or major change in my life ($\bar{x} = 3.88$); I feel energetic, active or vigorous ($\bar{x} = 3.81$); I have been happy, satisfied or pleased with my personal life ($\bar{x} = 3.56$); I have felt eager to tackle my daily tasks or make new decisions ($\bar{x} = 3.53$); and I have been waking up feeling fresh and rested ($\bar{x} = 3.50$). On the other hand, all the ten negative statements were ranked low. The implication of this is that the psychological health status of the respondents is moderately high.

Testing of the Hypotheses

This section presents the results of the hypotheses formulated for this study and tested at 0.05 level of significance using Pearson Product Moment Correlation Coefficient (PPMC) for hypotheses one and two; and Multiple Regression Analysis for hypothesis three. The decision rule is that if the p-value is less than 0.05 ($p < 0.05$), then the hypothesis is rejected and if the p-value is greater than 0.05 ($p \geq 0.05$), the hypothesis is then accepted. The results are presented in sequence as showed below.

Hypothesis 1:

H₀₁: There is no significant relationship between the occupational stressor and psychological health status of university library employees in Osun State, Nigeria

Table 4. Relationship between occupational stressor and psychological health status

Correlations			
		Occupational stressor	Psychological health status
Occupational stressor	Pearson Correlation	1	.427*
	Sig. (2-tailed)		.015
	N	32	32
Psychological health status	Pearson Correlation	.427*	1
	Sig. (2-tailed)	.015	
	N	32	32
*. Correlation is significant at the 0.05 level (2-tailed).			

As showed in Table 4, a Pearson Product-Moment Correlation Coefficient (PPMCC) was run to determine the relationship between the occupational stressor and the psychological health status of library workers in the university libraries, in Osun State, Nigeria. The test shows that there is a weak positive correlation between occupational stressors and psychological health status, which is statistically significant ($N = 32$, $r = 0.427$, $p = 0.015$, meaning the p-value is less than 0.05). This implies that the more university library employees are confronted with an occupational stressor, the more it affects their psychological health status. The null hypothesis is therefore rejected, and the alternate is accepted.

Hypothesis 2:

H₀₂: There is no significant relationship between the level of occupational stress and psychological health status of university library officials in Osun State, Nigeria

As showed in Table 5, a Pearson Product-Moment Correlation Coefficient (PPMCC) was run to determine the relationship between the level of occupational stress and psychological health

Table 5. Relationship between level of occupational stress and psychological health status

Correlations			
		Level of occupational stress	Psychological health status
Level of occupational stress	Pearson Correlation	1	.493**
	Sig. (2-tailed)		.004
	N	32	32
Psychological health status	Pearson Correlation	.493**	1
	Sig. (2-tailed)	.004	
	N	32	32
**, Correlation is significant at the 0.01 level (2-tailed).			

status of library workers in the university libraries in Osun State, Nigeria. The test shows a weak positive correlation between the level of occupational stress and psychological health status, which is statistically significant ($N = 32$, $r = 0.493$, $p = 0.004$, meaning the p -value is less than 0.05). This implies that as the university library employees occupational stress increases, their psychological health status also increases. The null hypothesis is therefore rejected, and the alternate is accepted.

Hypothesis 3:

H₀₃: Occupational stressor and level of occupational stress will not significantly influence the psychological health status of university library employees in Osun State, Nigeria

Multiple regression analysis was conducted to determine the relative contributions of the independent variables, which are occupational stressors and level of occupational stress, to the psychological health status of library workers. The results are presented in Tables 6.1 and 6.2, respectively

Table 6. Multiple regression analysis predicting the psychological health status

Model	Sum of Squares	Df	Mean Square	F	P
1 Regression	512.655	2	256.328	5.645	.009 ^b
Residual	1316.845	29	45.408		
Total	1829.500	31			

Table 7. Multiple regression coefficients

Dependent variable	Psychological Health Status		
Independent variables	Beta	t value	P value
Occupational Stressor	.228	1.218	.233
Level of Occupational Stress	.371	1.985	.057

The result of the multiple regression in Table 6 reveals that the analysis of variance for the regression yielded ($F_{(2,29)} = 5.645$, $p < .05$), which is significant at $p < 0.05$.

Table 7 shows the relative contribution of the two independent variables to the psychological health status of library workers expressed as beta weights: occupational stressor ($\beta = .228$ and level of occupational stress ($\beta = .371$). These two variables are not significant at $p > .05$. This implies that the joint contribution of the independent variables to the dependent variable was not substantial and that other variables not included in this model may have accounted for the remaining variance. Therefore, it follows that all the predictor variables (occupational stressor and level of occupational stress) will not influence the psychological health status of library workers in the selected institutions.

The finding also reveals that the relationship between the occupational stressor and psychological health status is positive but not significant based on the t-value (1.218) and ($p > 0.05$). Likewise, there is a positive relationship between the level of occupational stress and psychological health status, which is also not significant based on the t-value (1.985) and ($p > 0.05$). Hence, there is no statistically significant relationship between the occupational stressor and psychological health status and between the level of occupational stress and psychological health status among library employees in the selected institutions. Therefore, the null hypothesis is accepted. The implication of this is that occupational stressors and the level of occupational stress of library workers will not predict their psychological health status.

DISCUSSION OF FINDINGS

This sub-heading discusses the findings of this study. The findings are discussed, drawing inferences from the authors' findings on the reviewed literature and relating them to the researcher's findings.

On research question one, which sought to find out the occupational stressors associated with the respondents' library, it was found that the respondents were not stressed in their various university libraries. The respondents generally indicated that none of the occupational stressors in this study is associated with their university libraries

The finding is consistent with the result of Dina (2016) in a study at the University of Lagos and Lagos State University and reported that employees who engage in other activities apart from the ones primarily assigned to them by their employers are prone to stress than the others. The finding of the study disagreed with the studies of Nnadozie (2010), Onyia (2016) and Agyei, Aryeetey, Obuezie and Nkonyeni (2019) on occupational stress among library employees and reported stressful experiences of their respondents.

On research question two, which sought to find out the level of stress experienced by the respondents, it was found that the level of stress experienced by the respondents was moderately low. The findings of this study corroborate the study of Damayanti, Noviami and Nawawinetu (2020) that investigated occupational stress among librarians and library staff in Airlangga University, Indonesia. The researchers found that most university library employees experience moderate occupational stress.

On research question three, which sought to determine the respondents' psychological health status, it was found that their psychological health status was good. The level of stress experienced by the participants as found in the study could explain the finding of this study on the psychological health status of the respondents.

The first hypothesis stated there is no significant relationship between socio-demographic variables and occupational stress level of university library employees in Osun State, Nigeria was rejected, and the alternative is accepted. The findings show a weak positive correlation between occupational stressors and psychological health status, which is statistically significant ($N = 32$, $r = 0.427$, $p = 0.015$, meaning the p-value is less than 0.05). This implies that the more university library employees are confronted with occupational stressors, the more it affects their psychological health status.

The second hypothesis, which stated there is no significant relationship between the level of occupational stress and the psychological health status of university library officials in Osun State, Nigeria was rejected and the alternative accepted. The test shows that there is a weak positive correlation between the level of occupational stress and psychological health status, which is statistically significant ($N = 32$, $r = 0.493$, $p = 0.004$, meaning the p-value is less than 0.05). This implies that as the level of occupational stress of the university library employees increases, their psychological health status also increases.

The third hypothesis which stated that occupational stressor and level of occupational stress would not significantly influence the psychological health status of university library employees in Osun State, Nigeria was accepted. The finding reveals that the relationship between occupational stressors and psychological health status is positive but not significant based on the t-value (1.218) and ($p > 0.05$). Likewise, there is a positive relationship between the level of occupational stress and psychological health status, which is also not significant based on the t-value (1.985) and ($p > 0.05$). Hence, there is no statistically significant relationship between occupational stressors and psychological health status and also between the level of occupational stress and psychological health status among library employees in the selected institutions. The implication of this is that occupational stressors and the level of occupational stress of library workers will not predict their psychological health status.

CONCLUSION

Studies on the psychological health status of employees are increasingly important in today's work environment. This is so because some workplace experiences such as job stressors can precipitate several health challenges on the employees. Job induced stressors can negatively affect the physical and psycho-socio health of employees if not properly managed. On the other hand, employees who do not experience work-related stress will enjoy good health. Based on the findings of this study, occupational stressors were not associated with the employees of the selected university libraries. The findings show that the level of occupational stress experienced by the employees of selected university libraries was low. The findings also show that the effect of occupational stress on the selected universities libraries employees' psychological health status was low. Furthermore, the results show that the combination of occupational stressors and the level of occupational stress experienced by the participants did not significantly affect their psychological health status.

RECOMMENDATIONS

1. Based on the findings of the study, the researchers recommend that management of university libraries should ensure that research funds/grants and other incentives are made available to staff always as this would guarantee a stress free work environment.
2. Management of university libraries should continue to provide mentorship, funds, Internet facilities and encouragement to their employees. This will help workers to get their finished articles published not only in good journal outlets but also in good time. It will also help the employees to grow and fully maximize their potentials.
3. Criteria on staff promotion should not be too tough, so as not to kill the library staff' morale; which can trigger up stress.

REFERENCES

- Aghighi, A., & Zamani, S. (2020). Investigating the relationship between job satisfaction with mental health of female public libraries staff. *Studies in Libraries & Information Science*, 12(4). Advance online publication. doi:10.22055/slis.2020.21921.1338
- Agyei, D. D., Aryeetey, F., Obuezie, A. C., & Nkonyeni, S. (2019). The experience of occupational psychosocial stress among librarians in three African countries. *Library Management*, 40(6/7), 368–378. doi:10.1108/LM-11-2017-0122
- Ajala, E. B. (2011). Work-related stress among librarians and information professionals in a Nigerian university. *Library Philosophy and Practice*, 450. <https://digitalcommons.unl.edu/libphilprac/450>
- Amusa, . (2013). Work environments and job performance of librarians in the public universities in South-west, Nigeria. *International Journal of Library and Information Science*, 5(11), 457–461.
- Asamoah-Appiah, W., & Aggrey-Fynn. (2017). The Impact of Occupational Stress on Employee's Performance: A Study at Twifo Oil Palm Plantation Limited. *African Journal of Applied Research*, 3(1), 14-25. <http://www.ajaronline.com>
- Bakare, C. O. (1998). Psychology of Nigerian workers. *The Journal of Applied Psychology*, 10(1), 86–98.
- Bartram, D. J. (2009). *A cross-sectional study of mental health and wellbeing and their associations in the UK veterinary profession* (Thesis). The Royal College of Veterinary UK. Retrieved from: <https://knowledge.rcvs.org.uk/document-library/fellowships-bartram-t-737/1bartram-25807.pdf>
- Brownley, K. A., Hurwitz, B. E., & Schneiderman, N. (2000). Cardiovascular psychophysiology. In *Handbook of Psychophysiology* (2nd ed.). Cambridge University.
- Buchan, A. (2001). Stress cases: Foreseeability and breach. *Journal of Personal Injury Law*, 1, 5-25.
- Damayanti, R., Noviami, F. S., & Nawawinetu, E. D. (2020). Occupational stress among librarian and library staff in Universitas Airlangga Indonesia. *The Indonesian Journal of Occupational Safety and Health*, 9(1), 104–112. doi:10.20473/ijosh.v9i1.2020.104-112
- David-West, B. T., & Jonah, E. A. (2019). Demographic variables and stress management among cataloguers in university libraries in Cross Rivers State. *Information and Knowledge Management*, 9(9). Retrieved from <https://www.iiste.org/journals/index.php/IKM/article/view/49828>
- Dina, T. (2016). The effect of stress on professional librarians' job performance in Nigerian university libraries. *Library Philosophy and Practice*, 1431. <https://digitalcommons.unl.edu/libphilprac/1431>
- Fortes, A. M., Tian, L., & Huebner, E. S. (2020). Occupational stress and employees complete mental health: A cross-cultural empirical study. *International Journal of Environmental Research and Public Health*, 17(3629), 3629. Advance online publication. doi:10.3390/ijerph17103629 PMID:32455763
- Gill, R.K. (2017). Burnout related to occupational stress among library and information professional (lis). *IOSR Journal of Humanities and Social Science*, 22(4), 60-65.
- Ikonne, C. N. (2015). Job stress and psychological wellbeing among library employees. A survey of library staff in selected university libraries in South-West, Nigeria. *Open Access Library*, 2(e1632). doi:10.4236/aolib.1101632
- ILO. (2016). *Workplace stress: A collective challenge*. ILO.
- Isebe, L. E. M. (2015). Vandalism of information material in colleges of education in Delta state. *International Journal of Library and Information Science Studies*, 1(1), 1–11.
- Komolafe-Opadeji, H., & Haliso, Y. (2012). Defective information services in Nigeria's academic libraries: Is marketing the way forward? *Ozean Journal of Social Sciences*, 5(3), 79–86.
- Mark, G., & Smith, A. P. (2012). Occupational stress, job characteristics, coping, and the mental health of nurses. *British Journal of Health Psychology*, 17(3), 505–521. doi:10.1111/j.2044-8287.2011.02051.x PMID:22107162
- Mojoyinola, J. K. (2001). Hee'ect of occupational stress on workers' welfare. *HeAfri J Lab Stud*, 4, 10–22.

- Nnadozie, C. O. (2010). Occupational stress amongst librarians in federal and state universities in South-Eastern Nigeria. *Communicate. Journal of Library and Information Science*, 12(1).
- Olanrewaju, M.K. (2015). Predictive influence of job stress on mental health and work behaviour of nurses in the University College Hospital, Ibadan, Oyo State, Nigeria. *Research on Humanities and Social Sciences*, 5(11).
- Onyia, G. N. (2016). Job stress and coping strategies among staff of polytechnic libraries in Nigeria. *Information Impact: Journal of Information and Knowledge Management*, 7(1), 176–190.
- Oskrochi, G., Bani-Mutafa, A., & Oskrochi, Y. (2018). Factors affecting psychological wellbeing: Evidence from two nationally representative surveys. *PLoS One*, 13(6), e0198638. Advance online publication. doi:10.1371/journal.pone.0198638 PMID:29897963
- Saka, S. A., Kama, O. S., & Alabi, O. T. (2018). Influence of perceived occupational stress on psychological wellbeing of federal road safety personnel in Nigeria. *Journal of Clinical and Medical Sciences*, 2, 109.
- Scott, E. (2020, August 3). *What is stress?* [Blog post]. Retrieved from <http://stress.about.com/od/stresshealth/a/stresshealth.htm>
- Soni, S. R., Vyas, J. M., Pestonjee, D. M., Kher, H. N., Thakkar, K. A., & Vijaya, L. Y. (2015). Effect of demographic variables on organizational role stress and burnout: An empirical investigation. *Journal of Psychiatry*, 18(233). Advance online publication. doi:10.4172/Psychiatry.1000233
- Ugwu, C. I., & Ugwu, M. E. (2017). Demographic variables and job performance of librarians in university libraries in South East, Nigeria. *Library Philosophy and Practice*, 1553. Retrieved from: <https://digitalcommons.unl.edu/libhipprac/1553>
- World Health Organization. (2016). *Stress at the workplace*. https://www.who.int/occupational_health/topics/stressatwp/en/
- Zajons, L. M. (2005). Effect of stress at workplace and workers effectiveness. *The Journal of Applied Psychology*, 18(2), 31–42.
- Zajons, L. M. (2005). Effects of stress at workplace. *The Journal of Applied Psychology*, 18(2), 31–42.

Stephen Olakunle Alabi works as Librarian II in Tekena Tamuno Library, Redeemer's University, Ede, Nigeria. He holds a Master of Library and Information Science (MLIS) from the University of Ilorin in 2021. He also obtained Bachelor Degree in Library and Information Studies with Second Class Honours (Upper Division) from the University of Ibadan, Nigeria in 2012. Mr. Alabi is certified as a Librarian by the Librarians' Registration Council of Nigeria (LRCN) in 2014. He is a member of the Nigeria Library Association (NLA) Osun State Chapter. He has sixteen years of work experience in a functional academic library that is automated. 'Kunle, as popularly known, has worked across different units of the library such as Cataloguing & Classification, Acquisition, Circulation and Serials & Documents unit of Tekena Tamuno Library, Redeemer's University. He has attended several professional conferences, workshops and trainings and has published journal articles in renowned journals indexed by Scopus. He is happily married with children.