

## ***Psychosocial Determinants of Healthful Condition of Staff in Federal College of Education Zaria, Kaduna State***

**<sup>1</sup>Yahaya Bello Babamba, Ph.D**

[anayimiyahya@yahoo.com](mailto:anayimiyahya@yahoo.com)

**<sup>1</sup>Hadiza Mohammed Bello, Ph.D**

[derohasmaj@gmail.com](mailto:derohasmaj@gmail.com)

<sup>1</sup>Department of Educational Psychology

Federal College of Education, Zaria

### **Abstract**

*The study investigates the relationship of socio-economic status, awareness, attitude and healthful condition of staff in the Federal College of Education, Zaria. The instrument used to gather data was a questionnaire on attitude, socio economic factors as well as level of awareness. A correlational design was adopted for the study. A structured questionnaire was designed and validated for the study. This instrument was administered on 110 respondents in the sampled tertiary institution. The data collected were analyzed using Pearson Product Moment Correlation (PPMC) statistics. The hypotheses formulated were tested at 0.05 level of significance. The result showed that the level of awareness ( $r= 0.674$ ,  $p= 0.002$ ), socio economic factors ( $r= 0.808$ ,  $p= 0.001$ ) and attitude ( $r= 0.557$ ,  $p= 0.020$ ) have significant relationship with the general health conditions of the respondents. Therefore, it is recommended, among others, that the price of drug and other medical services in the clinic should be reviewed downward, especially the important drugs, so as to encourage wide patronage among the staff of the college. It is equally very important that the attitude of the staff of the college clinic be improved and their negative attitudes towards patient be curtailed.*

**Keywords:** socio-economic, attitude, awareness, healthful, staff

### **Introduction**

Sound health condition is a major determinant of human progress in all fields of human endeavour. The variables of determinant of health condition of an individual is therefore a condition or variables that motivate an individual to decide on the type of health care services that will improve on an individual's health status. The determinant of sound health, according to Bedworth Health Centre (2016), are considered to be those factors that act as barriers that may likely dictate the choice of healthcare system within an environment.

It is noteworthy that healthy persons have the potential to perform effectively in the society and in any profession such persons find themselves. The role of health in national growth and development cannot be overemphasized. Marmot (2002) found that Socio Economic Status (SES) affects health through social gradient, income, social

exclusion, education, psychological status and other factors. People with lower socio-economic status have lower autonomy to work, corresponding to more pressure and negative emotions. Socio-economic status relates to a combination of an individual's income, occupation and social background; it is also a key determinant of success and future life chances. Socio-economic status is a term used by sociologists, economists, and other social scientists to describe the class standing of an individual or group. It is measured by a number of factors, including income, health, occupation, and education, and it can have either positive or negative impact on an individual's life (Ashley, 2019).

Good health is the bedrock for academic excellence, economic emancipation, socio-economic and technological development of every nation. Therefore, World Health Organization (WHO, 2019) maintained that national development in all aspect of the economy can only be achieved through the contributions of healthy citizens; a nation with healthy citizens has higher propensity of contributing positively to national development. This also confirms the need for good healthcare services for staff and students of colleges of education and indeed Nigeria at large.

In the same vein, Bloom et al. (2015) pointed out that the healthcare services that may be provided for staff of colleges of education and in any society may also be expanded beyond ambulatory care, and not just providing clinical services. Healthcare services are given in different forms which include: health appraisal, diagnosis, referral, health counselling, correction of remediable defects, emergency care for sickness and injury, communicable diseases control and prevention, health examination, health screening and observation. However, health workers' knowledge and attitude in relationship with their patients may predict the extent to which patients will adhere to treatment. For instance, patients who are satisfied with health workers' attitude and their services are more likely to adhere to prescribed treatment and patronize the clinic. Also, health workers and patients' alike have a range of beliefs about the efficacy of therapy. These beliefs may contribute to positive attitude and patients' adherence to treatment (Williams & Friedland 1997 cited in Samuel, 2009).

Although, the existence of health centres in colleges of education is to primarily maintain the health conditions of staff and probably students, but the attitude of healthcare practitioners may force health seeking individuals to seek for medical care elsewhere. Again, healthcare providers' attitude and behaviours are important elements that relate the quality of care either positively or negatively (Mannava & Durrant, 2015). Promptness and friendliness of health workers promote positive attitude that further enhance sound healthcare utilization. On the other hand, hostile and uncompassionate attitude creates a barrier to the patronage of health facility by patients. This encourages them to seek medical care from quacks and untrained personnel who deliver medical care at home, religious centres, and local delivery houses rather than standard hospitals and clinics.

Igwe (2022) maintained that there is a major correlation between patronage of medical facilities and the attitude of healthcare practitioners. He went further to maintain that negative attitude of medical workers scare away people while positive attitude of health workers motivates and encourages people to patronize the hospitals. In addition, Ali (2014) asserted that patients find it difficult to patronize their college clinic because of the negative attitudes of the health personnel, and the negative feedback they receive from their colleagues sometimes discourages them from seeking medical attention in their college clinic.

Low level of awareness might be another factor for staff not seeking medical attention in their college clinic. Health awareness includes various aspects that involve all the healthy behavioural and cognitive needs. Some of these aspects include the personal health and the way humans protect their health, the environmental health and the important pollutants, the psychological health that is related to the self-healthiness, smoking and drugs and their harmful effects, in addition to infecting and disinfecting diseases and their ways of transition. Abdo (2003) defines health awareness as educating individuals and increasing their knowledge so as to change their behaviour and habits especially in the case of diseases' spread in community, as well as instilling habits and traditions that could enforce the health aspect such as sport practicing and nutrition. Ahmad (2012) sees that the health-mindful person is the ideal individual who enjoys high levels of health represented by healthy, social, mental, and physical integration.

Al-Ahmadi (2003) identifies health awareness as the individuals' acquaintance of health knowledge and facts, and their sense of responsibility towards their own and others' health. It is also the deliberate health practice that results from understanding and persuasion, and the transfer of these health practices into unconscious habits. Mursi (2005) identifies health awareness as the introduction of health facts, data and information that are related to health and disease for the community individuals in an attempt to reach the case when every individual is ready to respond to health instructions and guidelines. After reviewing the different definitions of health awareness, the researchers see that health awareness implies delivering the health information to people correctly and comprehensibly so as to improve their daily life and behaviour. Enhancing the staff level of health awareness is an educational issue since the decrease in the staff health awareness level is fundamental in the educational domain, and is caused by lack of knowledge among staff about how to deal with health problems properly.

Abodunrin (2009) believed that healthcare institutions or establishments should make their services widely known within the immediate environment. Treatments and other health programmes should be well publicized among the people for easy patronage. Many factors relate to the health conditions and proper utilization of healthcare services; therefore, decision-making process include, among others, socio-economic, attitude of staff and level of awareness at their disposal (Lyn et al., 2012). Awareness

by health workers focused more on the strategies to improve enthusiasm with which adherence is promoted. The healthier the staff, the more effective his or her performance of his duties. Therefore, consistency in providing good health facilities cannot be ruled out irrespective of the determining factors in seeking healthcare.

### **Statement of the problem**

Provision of healthcare services is primarily aimed at protecting and improving the health of staff within the school environment, which may ultimately contribute positively to the growth and development of his mental and physical development. Unfortunately, it has been observed in the case of Federal College of Education, Zaria that members of staff do not adequately patronize the college clinic and even when they do, proper medical attention is not given to them. Again, it was equally notice that the college health centre is underequipped or lacks sophisticated technology to treat chronic and degenerative diseases. Most of the time, there are insufficient drugs to treat infectious diseases, and patients are advised to purchase them from private pharmacies, despite the key role of knowledge development in the institution through monitoring and evaluation of health care delivery. This ugly development has contributed to the negative attitude of some healthcare providers, and discourages staff from seeking medical attention in the college clinic. Therefore, this study sought to find out the relationship among socio-economic factors, awareness, attitude and healthful condition of staff in Federal College of Education, Zaria.

### **Research questions**

The study answered the following research questions:

1. To what extent does socio-economic factor affect the healthful condition of staff in Federal College of Education, Zaria, Kaduna State?
2. What is the influence of attitude on the health condition of staff in Federal College of Education Zaria, Kaduna State?
3. What is the influence of awareness on health condition of staff in Federal College of Education Zaria, Kaduna State?

### **Hypotheses**

The following hypotheses were tested:

**Ho1:** There is no significant relationship between socio-economic status of staff and their health condition in Federal College of Education, Zaria, Kaduna State.

**Ho2:** There is no significant relationship between staff attitude and their health condition in Federal College of Education, Zaria, Kaduna State.

**Ho3:** There is no significant relationship between staff level of awareness and their health condition in Federal College of Education, Zaria, Kaduna State.

## **Methodology**

The study employed a correlational research design. The population of the study comprises of all the academic and non-academic staff of the Federal College of Education Zaria which was put at 1,118 (FCE, Record Office 2024). A total of 110 respondents were randomly selected from the various departments of the college for this study.

The instruments used for the study was a structured questionnaire consisting of five sections: Section A, B, C, D and E. Section A elicited demographic information while sections B, C, D and E had five items each which measured socio economic factors, staff's attitude, level of awareness and the health conditions of the respondents. Each of sections B to E was measured on four Likert scale options of strongly agree, agree, disagree and strongly disagree with points of 4, 3, 2 and 1 respectively.

To ascertain the validity of the instrument, the researchers submitted the instrument to experts in the field of educational psychology for validation. The reliability coefficient was established using Cronbach Alpha. Thus, socio-economic status has the reliability of .879 while attitude has the reliability index of .763 and awareness level has the reliability of .781. The instrument is reliable as it has an appreciable internal consistency.

The researchers personally distributed the questionnaire because the study sample is small and all the respondents are within the same institution. The data collected from the respondents were coded and analyzed with the SPSS version 25.0. The questions were answered using frequencies of options to each item as well as their mean computations which was cumulated and compared with a decision/standard mean of 2.50. All the three null hypotheses were tested with the Pearson Product Moment Correlation at 0.05 level of significance.

## **Presentation of results**

**Research question 1:** To what extent does socio-economic factor affect the healthful condition of staff in Federal College of Education, Zaria, Kaduna State?

**Table 1:** Extent to which socio economic factors affects the health condition of staff in FCE, Zaria

<b>S/No</b>	<b>Socio Economic Factors</b>	<b>SA</b>	<b>A</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>
1	The college clinic drugs and other medications are sold to staff at exorbitant prices	45	45	10	10	3.14
2	I find it difficult to pay my medical expenses because of the high cost of medical fees.	46	46	8	10	3.16

3	There is inconsistency in charging medical fees in my college clinic which hampers patronage especially before salaries are paid	42	43	15	10	3.06
4	The large family system of some staff make medical expenses too much to cope with	44	44	11	11	3.10
5	The meager monthly pay/allowances of staff make it hard to be able to cope with medical bills of the college	30	50	18	12	2.89
<b>Cluster mean</b>						<b>3.07</b>

Table 1 had a cluster mean of 3.07, which was found to be higher than the decision mean of 2.50. An indication that generally, the respondents believe that socio-economic factor has high influence on health condition of staff of the College.

**Ho1:** There is no significant relationship between socio economic factors and the general health condition of staff in Federal College of Education Zaria.

**Table 2:** Pearson Product Moment Correlation PPMC statistics on relationship of socio economic factors and the general health condition of staff of Federal College of Education, Zaria

Variables	N	Mean	Std.dev	Df	r-calc	r-crit	P
Healthy Condition	110	38.72	5.78	108	.808*	0.197	0.001
Socio-Economic factors	110	12.96	3.18				

\*Correlation is significant at the 0.05 level (2-tailed).

The Pearson Product Moment Correlation statistics showed that socio economic factors have significant relationship with the general health condition of staff of Federal College of Education, Zaria. This was borne out of the fact that the calculated p-value of 0.001 is lower than 0.05 alpha level of significance, while in the same vein the computed Correlation index r value of 0.808 is higher than the critical r value of 0.197 at df 108. Therefore, socioeconomic factor has positive relationship with the health condition of staff in Federal College of Education, Zaria, because the correlation index was 0.808, implying that the higher and positive their socio economic factors the higher and positive their health condition is. Therefore, the null hypothesis which states that socio-economic factors have no significant relationship with health condition among staff of Federal Colleges of Education in Zaria is hereby rejected.

**Research question 2:** What is the influence of attitude on the health condition of staff in Federal College of Education Zaria, Kaduna State?

**Table 3:** Influence of staff attitude on their health condition in FCE, Zaria

S/No	Attitude towards Health Condition	SA	A	D	SD	Mean
1	Staff find it difficult to patronize college clinic because of the negative attitudes of the health personnel	50	55	3	2	3.39
2	Negative impression staff receive from their colleagues sometimes discourages them from seeking medical attention in the college clinic.	42	44	14	10	3.07
3	The absence of most drugs in the clinic has made most staff cultivate negative attitude towards consulting the clinic in the college	53	53	2	2	3.43
4	Some members of staff with negative attitudes towards orthodox drugs find it difficult to consult the college clinic	39	39	30	2	3.05
5	Lack of medical confidentiality of the medical staff prevent staff from patronizing the clinics	40	40	20	10	3.00
<b>Cluster mean</b>						<b>3.19</b>

Table 3 had a cluster mean of 3.19, which was found to be higher than the decision mean of 2.50. An indication that generally, the respondents believe that attitude has influence on health condition of staff of the College.

**Ho2:** There is no significant relationship between staff attitude and their health condition in Federal College of Education, Zaria.

**Table 4:** Pearson Product Moment Correlation (PPMC) statistics on relationship between attitude and the general health condition staff of Federal College of Education, Zaria

Variables	N	Mean	SD	Df	r-calc	r-crit	P
Healthy Condition	110	38.72	5.78	108	.557*	0.197	0.020
Attitude towards Health	110	12.73	2.42				

\*Correlation is significant at the 0.05 level (2-tailed).

The Pearson Product Moment Correlation statistics showed that attitude towards health have significant relationship with the general health condition of staff of Federal College of Education, Zaria. Reason being that the calculated p-value of 0.020 is lower than the 0.05 alpha level of significance, while in the same vein the computed correlation index r-value of 0.557 is higher than the critical r-value of 0.197 at df 108.

The attitude towards health has positive relationship with health condition of the staff of Federal College of Education, Zaria; implying that the higher and positive their attitude towards health, the higher and positive their health condition is. Therefore, the null hypothesis which states that attitude towards health has no significant relationship with health condition among staff of Federal College of Education, Zaria, is hereby rejected.

**Research question 3:** What is the influence of awareness on health condition of staff in Federal College of Education, Zaria, Kaduna State?

**Table 5:** Influence of staff awareness on their health condition in FCE, Zaria

S/No	Awareness towards Health Condition	SA	A	D	SD	Mean
1	The college provides health professionals who regularly create awareness on health promotion activities.	49	49	8	4	3.30
2	There is poor level of health awareness on health promotion activities in my college clinic.	40	50	10	10	3.09
3	Level of health awareness determines choice of staff using the college clinics	43	43	14	10	3.08
4	New staff are given orientation on health provisions and their activities which motivate the staff to use the clinic	50	50	5	5	3.32
5	Lack of promotional activities by the clinic on prevailing diseases and prevention strategies discourages most staff from patronizing the clinics	37	37	26	10	2.92
<b>Cluster mean</b>						<b>3.14</b>

Table 5 had a cluster mean of 3.14, which was found to be higher than the decision mean of 2.50. This is an indication that generally, the respondents believe that awareness has influence on health condition of staff in the College.

**Ho3:** There is no significant relationship between the level of awareness of staff and their health condition in Federal College of Education, Zaria.

**Table 6:** Pearson Product Moment Correlation PPMC statistics on relationship between awareness levels and general health condition of staff in Federal College of Education Zaria

Variables	N	Mean	STd.dev	Df	r-calc	r-crit	P
Healthy Condition	110	38.72	5.78	108	0.674*	0.197	0.002
Awareness level	110	13.03	2.77				

\*Correlation is significant at the 0.05 level (2-tailed).



The Pearson Product Moment Correlation statistics showed that awareness level has significant relationship with the general health condition of staff of Federal College of Education, Zaria. Reason being that the calculated p-value of 0.002 is lower than the 0.05 alpha level of significance, while in the same vein, the computed correlation index r-value of 0.674 is higher than the critical r-value of 0.197 at df 108. The awareness level of health has positive relationship with the health condition of the staff of Federal College of Education, Zaria, implying that the higher and positive their awareness level, the higher and positive their health condition is. Therefore, the null hypothesis which states that awareness level has no significant relationship with health condition among staff of Federal College of Education in Zaria, is hereby rejected.

### **Discussions on the findings**

The study produced sterling revelations on the main determinants of health condition of staff of Federal College of Education, Zaria. The test of the first hypothesis revealed that socio-economic factor has significant relationship with health condition among staff of the College. The socio economic factors have positive relationship on the health condition of the staff of Federal College of Education, Zaria, because the correlation index was 0.808; implying that the higher and positive their socio economic factors, the higher and positive their health condition and vice versa. Hence, the null hypothesis was subsequently rejected. Their perception in this regard shows that socio economic factor has relationship with the health condition of the staff as most opined their inability to afford medical care due to the exorbitant prices of drugs and other medications; and also the level of monthly income is not able to meet their needs including health needs. This outcome conforms to the belief of Igwe (2022), who opined that purchasing power due to inadequate fund and allowances is a major determinant of health condition status.

In the same vein, attitude of staff towards health issues has significant relationship with health condition among staff of Federal College of Education in Zaria. Attitude is positively related with the health condition of staff. This is in line with Yusuf (2013) who asserted that patients find it difficult to patronize their college clinic because of the negative attitudes of the health personnel, and the negative feedback they received from their colleagues sometimes discourages them from seeking medical attention in their college clinic. Also in line with this outcome is Igwe (2022), who maintained that there is a major correlation between patronage of medical facilities and the attitude of health care practitioners. He went further to maintain that negative attitude of medical workers scare away people while positive attitude of health workers motivates and encourages people to patronizing the clinic.

Lastly, it was established that level of awareness of health issues by staff has significant relationship with health condition among staff of Federal College of Education, Zaria. The level of awareness has positive relationship with the health condition of staff of the College, because the correlation index was 0.674, implying that the higher and positive their level of awareness, the higher and positive their health seeking behaviour is, and

vice versa. This called for the rejection of the null hypothesis in this regard. This outcome agrees with Abodunrin (2009) who believed that healthcare institutions or establishments should make their services widely known among the immediate environment; and that treatments and other health programmes should be well publicized among the people for easy patronage.

### **Conclusion**

It can be concluded that the level of socio economic status of staff has relationship with their health condition as most respondents lamented their inability to afford medical care due to exorbitant prices of drugs and other medications and also that their level of monthly income is not able to meet their health needs. This was shown in the p-value that socio economic factors have significant relationship with the general health condition of staff of Federal College of Education, Zaria. Attitude of people relates with their health condition, because the p-value shows that attitude of staff towards health issues has significant relationship on health condition among staff of Federal College of Education in Zaria. Thus, attitude has positive relationship with the health seeking behaviour of staff of the College. In the same vein, level of awareness of health issues by staff has significant relationship on health condition among staff of Federal College of Education, Zaria. This was also indicated in the p-value that the level of awareness has positive relationship with the health condition of the staff in the College.

### **Recommendations**

On the basis of the outcome of the study, the following recommendations were made:

1. The price of drugs and other medical services in the clinic should be reviewed downward, especially the important drugs so as to encourage wide patronage among the staff of the college.
2. Administrators and executive officers of the College should expose or bring to the awareness of staffs the type of treatments, drugs and their capabilities as well as efficiency so as to attract staff's patronage.
3. It is equally important that the attitude of the staff of the college clinic should improve and their negative attitudes towards patient should be curtailed.

### **References**

- Abdo, Y. (2003). A Suggested Program for Developing Health Concepts among the 6th Grade Students of Ghaza [Unpublished M.A dissertation]. The Islamic University, Ghaza.
- Abodunrin, O. (2009). Knowledge and Perception of E-health and Telemedicine among Health Professionals in LAUTECH Teaching Hospital, Osogbo, Nigeria. *International Journal of Health Research*, 2(1).

- Ahmad, N. (2012). The Effectiveness of Health Education Methods in Instilling & Disseminating Health Information for Building the Sudanese Health Community of Practice. The National Centre for Researches, The Centre of Documentation & Information (pp. 1762-1781).
- Al-Ahmadi, A. (2003). The Level of Second Secondary Students' Health Awareness and its relation to their Health Attitudes in Medina [Unpublished MA dissertation]. Um Al-Qura University.
- Ali, M. M. (2014). Factors Influencing Healthcare Service Quality. *International Journal Health Policy Management*, 3(2), 77–89. doi: [10.15171/ijhpm.2014.65](https://doi.org/10.15171/ijhpm.2014.65)
- Ashley, C. (2019). An Introduction to Socioeconomic Status. Retrieved on 28<sup>th</sup> August, 2020 from <https://www.thoughtco.com/socioeconomic-status-3026599>.
- Bedworth Health Centre. (2016). Factors that act as barriers that may likely dictate the choice of healthcare system within an environment. Retrieved from <https://www.bedworthhealthcentregps.co.uk/>
- Bloom, N., Propper, C., Seiler, S. & Reenen, J. V. (2015). The Impact of Competition on Management Quality: Evidence from Public Hospitals. *Review of Economic Studies*, 82, 457-489. Retrieved from <http://cep.lse.ac.uk/pubs/download/dp0983.pdf>
- FCE, Record Office (2024). Record Office, Federal College of Education, Zaria.
- Igwe, U. O. (2022). Information seeking behavior, access to health information and personal hygiene among the secondary school students in Ohafia. Retrieve on 19/05/2024 from <https://www.intechopen.com>
- Lyn, Q., Derek, R. R., & Laurence, A. (2012). *Comparing the Theory of Planned Behaviour and the Health Belief Model: The Example of Safety Helmet Use among Schoolboy Cyclists. Understanding and Changing Health Behaviour*. Imprint Psychology Press.
- Mannava, P. & Durrant, K. (2015). Attitudes and behaviours of maternal health care providers in interactions with clients: A systematic review. *Global Health*, 11(1).
- Marmot, M. (2002). The relationship of income on health: views of an epidemiologist. *Health Affairs*, 21, 31-46.
- Mursi, L. A. (2005). *General Health & Health Education*. Riyadh: Al-Khrejji Dar Publishing & Distribution.
- Williams, A. & Friedland, G. (1997). Awareness and Attitude of Health Workers at a Nigerian HIV Treatment Clinic toward HIV/AIDS and HAART Adherence. *Journal of the International Association of Physicians in AIDS Care*, 8(3). Retrieved from <http://jiapac.sagepub.com>
- World Health Organization (2019). *The World Health Report 2000 – Health Systems: Improving Performance*. Geneva: World Health Organization
- Yusuf, S. K. (2013). Using health beliefs model as an intervention to non-compliance with hypertension information among hypertensive patient. *Journal of Humanities and Social Science*, 20(9). Retrieved from [www.iosrjournals.org](http://www.iosrjournals.org)