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THE EFFECTS OF OCCUPATIONAL STRESS ON THE PERFORMANCE OF  
UNIVERSITY LECTURERS IN NIGERIA

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ABSTRACT

The goal of the paper was to conduct an empirical study on the effects of occupational stress on the performance of the university lecturers in Nigeria. The study is modelled on the Person-Environment Fit Theory and Transactional Model of Job Stress. The study thus, sought amongst others: To ascertain the extent to which the academic workload affects the health of Nigeria university lecturers; To identify the effect of work life conflict on their performance. The data were collected using questionnaires administered to 110 respondents selected from six federal universities in Nigeria. Data obtained were analyzed using statistical summarization techniques and z-test at 0.05 level of significance of empirical testing of the two hypotheses that guided the study. The results showed that academic workload affects the health of Nigerian university lecturers and there is a significant relationship between work life balance and their performance. Based on the findings, the study concludes that stress management is an imperative for improving the performance of Nigerian university lecturers and the neglect will adversely affect the growth of our university education system. The study recommends that the university managements should recruit specialists in stress management and should redesign the academic jobs to reduce stress.

*Keywords:* Job Stress, University Lecturers, Person-Environment fit Theory.

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