



INFLUENCE OF JOB TENSION AND EMPLOYMENT RANK ON INSOMNIA

Management

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ABSTRACT

A total of two hundred and fifty-three participants between the ages of 33 – 67 years, with mean age of 47.91 and standard deviation of 5.71, sampled using homogenous purposive sampling technique from south eastern Nigeria state universities' lecturers were selected for the study. Job-Related Tension Scale developed by Kahn, Wolfe, Quinn, Snoek and Rosenthal (1964) and Insomnia Severity Index developed by Bastien, Vallieres and Morin (2001) were used in this study. A descriptive cross-sectional survey design was adopted, while Two-Way Analysis of Variance F-test was applied as the statistical tool to analyze the scores of the participants. The results revealed significant influence of job-related tension and employees rank on insomnia $F(1,253) = 74.87, P < .001$ level of significance and $F(1,253) = 59.41, P < .05$ level of significance respectively.

KEYWORDS

Insomnia, Job tension, Employment rank

INTRODUCTION

Sleep is a universal need that is essential for well-being of every individual. It is a specific state of brain activity characterized by reduced awareness and responsiveness, both to internal and external stimuli (Borbely, 1982). During sleep, some processes are regulated which include: tissue growth and healing; synaptic function and memory; temperature regulation; energy metabolism and immune regulation (Perlis, Smith & Pigeon, 2005). Despite all these benefits of sleep, people sometimes find it difficult to sleep, hence insomnia.

The term insomnia is derived from the Latin word "insomnus", which is translated to mean "no sleep". Diagnostic and Statistical Manual of Mental Disorders Fourth Edition and Test Revised Fourth Edition (DSM-IV & DSM IV-TR) of America Psychiatric Association (2000) defined insomnia as difficulty in initiating or maintaining sleep or non restorative sleep persisting for longer than one month.

Insomnia according to Roth (2003) could be classified as transient insomnia, which lasts for less than a week, and it can be caused by changes in the sleep environment, timing of sleep, severe depression or stress; acute insomnia, which is the inability to consistently sleep well for a period of less than a month. According to Spielman, Caruso and Glovinsky (1987), acute insomnia develops as a result of an interaction between an individual's trait vulnerability to sleep difficulties and specific precipitating circumstances that introduce stress into the system such as life events and abrupt change in sleep schedule (Perlis, Giles, Mendelson, Biolzin & Wyatt, 1997); or chronic insomnia, which may last for months or years, and can have profound effects on health, quality of life, productivity and safety. Chronic insomnia could be caused by a primary disorder such as depression, and high level of cytokines (molecular messengers between cells) (Simon, 2008). Insomnia however, whether transient, acute, or chronic involves the inability to fall asleep or effort to stay asleep as long as desired (Golub, 2012; Roth, 2007).

Three-factor theory by Spielman, Caruso and Glovinsky (1987) posit that insomnia results from three factors namely: the predisposing factors; the precipitating factors; and perpetuating factors. The predisposing factors include: a genetic predisposition to insomnia, anxiety, learned habits, inability to relax and age; the precipitating factors include: series of stressful life events, psychiatric or medical, illness, environmental disturbances, or certain kinds of drugs used to treat unrelated medical or psychiatric condition; and the perpetuating factors include: mentally conditioned anxiety or arousal upon going to bed, poor sleep hygiene, a chronically stressed life style, drugs used to treat medical conditions, alcohol, sleep pills, caffeine and tobacco

(Healey, Kales, Monroe, Bixler, Chamberlin & Soldators, 1981).

In this present study, job tension and employment rank were linked as the etiological factors of insomnia. Job tension may arise as a result of change in conditions of service, too much administrative support, inadequate resources, uncaring organization communication, inadequate salary, lack of opportunities for promotion and a rushed pace of work (Early, 1994; Daniels & Guppy, 1994; Kinman, 1996). Deguchi, Iwasaki, Ishimoto, Ogawa, Fukuda and Nitta (2017), in a study "Relationships between temperaments, occupational stress and insomnia among Japanese workers" found that individuals with relatively high job-related tension experienced more insomnia than their counterparts with low job-related tension.

Similarly, a study by Abamara (2013) found that most low cadre company workers do not sleep well at home. They normally leave the office late after working hours, and after their official duties in the office and finally go home and get to bed, they do not sleep well (Abamara, 2013).

Statements of the Problem

Delayed promotion, poor work conditions/environment, non-involvement of workers in policy making are some the factors that may disrupt smooth operation of academic activities in higher institutions of learning. Most especially, when the workers complain about the difficulties encountered by the management does not give listening ear to the complaints of the workers. In a situation where those issues are not properly addressed, may trigger off tension and bring about frustration which invariably may disrupt workers smooth operation. These mind troubling issues motivated the researchers to embark on this study, hence the following questions were addressed:

Will job tension significantly influence insomnia?
Also, will employment rank significantly influence insomnia?

Hypotheses

There will be a significant influence of job tension on insomnia.
There will be a significant influence of employment rank on insomnia.

METHOD

A total of two hundred and fifty-three (253) participants between the ages of 33 – 67 years, with a mean age of 47.91 and standard deviation of 5.71, sampled using homogenous purposive sampling technique from south eastern Nigeria state universities' lecturers participated for the study.

Job-Related Tension Scale developed by Kahn, Wolfe, Quinn, Snook and Rosenthal (1964) and Insomnia Severity Index by Bastain, Vallieres and Morin (2001) were used as the instruments.

A descriptive cross-sectional survey design was adopted, while Two-way Analysis of Variance F-test was applied as the statistical tool.

RESULTS

Summary table of Two-Way ANOVA on influence of job tension and employment rank on insomnia.

Dependent Variable: Insomnia

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected model	1326.690a	3			.000
Intercept	110474.361	1	110474.361	7140.074	.000
Job tension	1158.380	1	1158.380	74.867	.000
Employment rank	59.413	1	59.413	3.840	.051
Job tension & rank	.009	1	.009	.001	.981
Error	3852.638	249	15.472		
Total	134682.000	253			
Corrected total	5179.328	252			

a. R squared = .256 (Adjusted R squared = .247)

b. Computed using alpha = .05

From table 1 above, calculated value of $F(1,253) = 74.87$, $P < .001$ level of significance revealed a significant influence of job tension on insomnia.

Also, the calculated value of $F(1,253) = 59.41$, $P < .05$ level of significance, showed a remarkable influence of employees' rank on insomnia among lecturers.

DISCUSSION

The findings of this study revealed that the first hypothesis tested which stated that, there will be a significant influence of job tension on insomnia was accepted. This shows that job tension significantly influenced lecturers' experience of insomnia with lecturers with high job tension having significantly greater manifestations of insomnia than lecturers with low job tension.

Having observed the discrepancy on job tension, there are possible factors that may have brought about job tension such as poor remuneration. Some people work for nothing. What they are being paid may not be commensurate with the services rendered. Some of their entitlements are denied. This may result to unhappiness thereby feeling cheated, becoming anxious and tensed which invariably may disrupt their sleep pattern, hence insomnia.

Another factor that may have brought about job tension is daily hassles.

Some lecturers cover a lot of distance to get their offices. Bad road networks and traffic jam may choke people up as they try to report to their various offices. When they eventually get to their offices, maybe tensed up thereby find it difficult to settle down, and if they do, will be hurrying to go back. Sometimes, they may take some office work home in order to meet up with the job demands thereby jeopardizing their sleep, hence insomnia.

Also, the findings of this study showed that the second hypothesis tested which stated that, there will be a significant influence of employment rank on insomnia, was accepted. This shows that senior lecturers and professors have greater manifestation of insomnia than junior lecturers.

Having found out that senior lecturers and professors are more candidates of insomnia than their junior counterparts, there may be possible factors that brought about this discrepancy. It may be that both the senior lecturers and professors constantly ruminate about their achievement so far and/or the height they ought to have attained but are not; or may be obsessed about their uncertain retirement gratuity and pension. This may turn out to be a nightmare which invariably leads to sleeplessness, hence insomnia.

Recommendations

Based on the findings above, the researchers hereby recommended that workers should be well remunerated, and their salaries be paid as and when due.

University management should endeavour to establish family-friendly-organization which gives the workers avenue to air their views as regards to their job and decision making.

Both clinical and industrial psychologists should be employed to help assess people before placement and on the job, for some workers are not fit for their job.

Workers should be promoted as and when due, and there should be proper arrangement by government to pay workers their pension and gratuities when they retire from active service.

It was also recommended that management should renew their policies regarding staff welfare as well as create enabling work environment that will be conducive in order to moderate the job tension experienced by staff.

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