

**Being a PhD Thesis Submitted to the Department of Arts & Social Science
Education, Faculty of Education, Lead City University, Ibadan, Oyo State, Nigeria**

**In Partial Fulfillment of the Requirements for the Award of Doctor of Philosophy
Degree (PhD) in Educational Management**

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Certification

This is to certify that **Elizabeth Oluwatoyin FAKOREDE** with the matriculation number **LCU/PG/000731** carried out this research work titled: '**Job Stress and Management Styles as Predictors of Female Lecturers' Job Performance in Private Universities in Southwest, Nigeria's**' in the Department of Arts and Social Sciences Education, Faculty of Education, Lead City University, Ibadan, Nigeria for the award of Doctor of Philosophy Degree (PhD) in Educational Management and that this has not been previously submitted.

Professor Senimetu Ileuma
Supervisor

Date

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Date

Dedication

This work is dedicated to God Almighty for being a source of strength, wisdom, knowledge to my life.

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Abstract

Female lecturers are as important and active as their male counterparts in any university system, but of recent it was observed that female lecturers do not perform as their male counterpart in areas of instruction, supervision and publication.

This study investigated job stress and management styles as predictors of female lecturers job performance in private universities in South West Nigeria. Three research questions and Two hypotheses guided the study population consisted of 884 female lecturers and 12521 400L students. 542 female lecturers and 845 400L students were sampled using multi-stage sampling procedure. Mixed study approach was used interview guides and questionnaire tagged – Job stress, management style and publication performance questionnaire (JMSPPQ), ($\alpha = 792$) and lecturers instructional and supervision job performance Questionnaire (LISJPQ), ($\alpha=787$) were used to collect data. Data were analysed using descriptive, inferential and thematic analysis. Results revealed low level ($\bar{x} = 2.386$), supervision ($\bar{x} = 2.452$) and publication examination load ($\bar{x} = 2.870$) and interpersonal relationship ($\bar{x} = 2.648$), High use of autocratic ($\bar{x} = 2.604$) but low level of democratic ($\bar{x} = 2.420$) and laissez-faire ($\bar{x} = 2.364$) management styles by joint contribution of job stress and management styles to job performance of female lecturer's Adj, $R^2 = 0.161$, $F_{4\ 508} = 6.310$, $P < 0.05$). Examination load stress ($\beta = -.204$; $t = -3.715$; sig. = .004), interpersonal relationship stress ($\beta = -.241$; $t = -4.463$; sig = .000) were relatively significant and can be used to predict on female lecturers job performance. It was recommended amongst others that quality relationship and commensurate workload for female lecturers be given to reduce their stress and increase their job performance.

Keywords: Female Lecturers, Job Performance, Job stress, Management Style.

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Table of Contents

Content	Pages
Title page	i
Certification	ii
Dedication	iii
Acknowledgement	iv
Abstract	v
Table of Contents	vi
List of Tables	ix
List of Figure	x
List of Appendices	xi
 Chapter One: Introduction	
1.1 Background to the Study	1
1.2 Statement of the Problem	9
1.3 Aim and Objectives of the Study	10
1.4 Research Questions	11
1.5 Hypotheses	11
1.6 Significance of the Study	12
1.7 Scope of the Study	12
1.8 Limitation of the Study	13
1.9 Operational Definition of Terms	14
Endnotes	17
Chapter Two: Literature Review	23
2.1 Conceptual Review	24
2.1.1 Concept of Performance	24
2.1.2 Concept of Job Performance	24
2.1.3 Job Performance of Female lecturers	26
2.1.3.1 Indices of Female Lecturers' Performance	27
2.1.3.1.1 Instructional Job Performance	28
2.1.3.1.2 Supervision Performance	28
2.1.3.1.3 Publication Performance	28
2.1.4 Concept of Stress	29

2.1.5	Concept of Job Stress	32
2.1.6	Job Stress of Female lecturers in Private Universities	34
2.1.6.1	Measures of Job Stress of Female Lecturers in Private Universities	35
2.1.6.1.1	Examination Load Stress	35
2.1.6.1.2	Working Logistics Stress	36
2.1.6.1.3	Interpersonal Relationship Stress	36
2.1.7	Concept of Management	37
2.1.8	Concept of Management Styles	38
2.1.8.1	Kinds of Management Style	40
2.1.8.1.1	Autocratic Management Style	41
2.1.8.1.2	Democratic Management Style	47
2.1.8.1.3	Laissez-Faire Management Style	53
2.2	Theoretical Framework	58
2.2.1	Person-Environment (PE) Fit Theory	58
2.2.2	Path-Goal Theory of Management	60
2.3	Review of Empirical Studies	62
2.3.1	Job Stress and Job Performance of Female lecturers	62
2.3.1.2	Examination load Stress and Job Performance of Female lecturers	96
2.3.1.2	Working Logistics Stress and Job Performance of Female lecturers	99
2.3.1.3	Interpersonal Relationship Stress and Job Performance of Female lecturers	105
2.3.2	Management Styles and Job Performance of Female lecturers	110
2.3.2.1	Autocratic Management Styles and Job Performance of Female lecturers	110
2.3.2.2	Democratic Management Styles and Job Performance of Female lecturers	120
2.3.2.3	Laissez-Faire Management Styles and Job Performance of Female lecturers	138
2.4	Conceptual Model	146
2.5	Summary of Literature Reviewed	147
	Endnotes	148
 Chapter Three: Methodology		
3.1	Research Design	171

3.2	Population of the Study	171
3.3	Sample and Sampling Procedures	173
3.4	Description of the Research Instrument	175
3.5	Validity of the Instrument	178
3.6	Reliability of the Instrument	178
3.7	Administration of the Instrument	179
3.8	Method of Data Analysis	179
	Endnotes	180
Chapter Four: Results and Discussion of Findings		
4.1	Instrument Response Rate	182
4.2	Presentation of Data	183
4.2.1	Demographic Data Analysis	184
4.2.2	Answers to Research Questions	186
4.3	Presentation of Hypotheses	207
4.4	Discussion of Findings	209
	Endnotes	216
Chapter Five: Conclusion		
5.1	Summary of Findings	218
5.2	Conclusion	219
5.3	Recommendations	221
5.4	Contribution to Knowledge	222
5.5	Suggestions for Further Research	223
	Bibliography	225
	Appendices	251
	Bio-data	278
	The University Compliance Certification	280

List of Tables

Table	Title	Page
3.1	Population of the Study	172
3.2	Number of Southwest States Sampled	173
3.3	Sample Number of Female Lecturers	174
3.4	Sample Number of 400L Students	175
4.1	Instrument Return and Response Rate	182
4.2	Demographic Data of Female Lecturers	184
4.3	Demographic Data of 400L Students	186
4.4	Instructional Job Performance of Female Lecturers	187
4.5	Supervision Job Performance of Female Lecturers	188
4.6	Publication Job Performance of Female Lecturers	190
4.7	Examination Load Stress of Female Lecturers	195
4.8	Working Logistics Stress of Female Lecturers	196
4.9	Interpersonal Relationship Stress of Female Lecturers	197
4.10	Autocratic Management Style of University Managers	201
4.11	Democratic Management Style of University Managers	202
4.12	Laissez-Faire Management Style of University Managers	203
4.13	Mostly Used Management Style of University Managers	208
4.14	Multiple Regression analysis and Model Summary	209
4.15	Coefficients of Multiple Regression Analysis	211

List of Figure

Figure	Title	Page
2.1	Conceptual Model for the Study	146

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List of Appendices

Appendix	Title	Page
i	Research Instruments	249
ii	SPSS Computation Results/Raw Scores	254

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