



**NIGERIAN ANTHROPOLOGICAL AND  
SOCIOLOGICAL PRACTITIONERS  
ASSOCIATION**

**BOOK OF ABSTRACT**

**MEDICAL SOCIOLOGY UNIT**

**27<sup>TH</sup> ANNUAL NASA CONFERENCE  
BAZE UNIVERSITY, ABUJA 2023**



*27<sup>th</sup> Annual NASA Conference 2023*  
*Book of Abstract Medical Sociology Unit*

**MEDICAL BENEFITS ON LECTURERS' WELLBEING AND TURNOVER  
INTENTION: EVIDENCE FROM A NIGERIAN UNIVERSITY**

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**Abstract**

The documentation of the seeming interconnection between academic workload (teaching, research, community development assignments) and health challenges that supposedly warranted the provision of medical access to academics are not too conspicuous in the literature. The morbidity rate including death among academics and the expected brain drain warranted by inadequate good welfare provisions have constituted public health concerns and the worries of current and prospective parents. Therefore, this paper examined the moderating role of medical benefits on academic turnover intentions. Five In-Depth Interviews (IDI) were conducted among all academic levels in the university. Field notes were taken and responses from interviewees were transcribed. It found out that academics prioritize provisions of medical subsidy including health insurance as an expected motivating ingredient for job satisfaction which could be a moderating check on academic turnover in the study area. The provision of medical benefits will also increase productivity among academics. The study concludes that there is a contrary-wise between the academics' expectation of medical subsidy and actual pay-as-you-go expenses syndrome on medical services offered by the university. While the burden of sicknesses and ill health of the academic is seemingly attributable to the workload, commensurate access to medical treatment is not available. The authors, therefore, recommend that university academic employers and university operators should prioritize medical subsidies as a crucial component of the welfare package for the university academics, and by extension, all staff of the university. Adherence to this would reduce morbidities, increase productivity, and could serve as a retaining attraction against the current brain drain.

**Keywords:** Academics, Medical Subsidy Retention, Satisfaction, Turnover intentions, University