

Volume 11  
No. 1, 2013

# Gender & Behaviour



Published by  
**THE IFE CENTRE FOR  
PSYCHOLOGICAL STUDIES**  
Ile-Ife, Nigeria.

EVBUOMA, I. KIKELOMI C.

**GENDER**

**&**

**BEHAVIOUR**

**Volume 11 No 1, JUNE, 2013**

*Published by: Ife PsychologIA (RC 011934)  
Ife Centre for Psychological Studies/Services.  
P.O. Box 1548, Ile-Ife  
Osun State, Nigeria.*

**&**

*The Network of Psychological Studies of Women Issues  
Department of Psychology  
University of Ibadan  
Ibadan.*

Volume Eleven  
Number One

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ISSN 1596-9231  
June, 2013

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## **Women-friendly Support Services and Work Performance: The Role of Marital Status**

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The study titled 'Women-friendly Support Services (WFSS) and Work Performance: The role of Marital Status', investigated the role of marital status in the work performance of female employees who are beneficiaries of Women friendly Support Services in work organizations. The study's participants consisted of a total of 860 female participants, employees of work organizations. Drawn from services, manufacturing, and distributive organizations, the descriptive survey design of Ex-post factor was adopted for this study. Data was collected using the Women-Friendly Support Inventory (WFSI), and the Work Performance Rating Scale 1 and 2 (WPRS1 and WPRS 2). Data was analyzed using the one way ANOVA at 0.05 level of significance. Findings revealed that there was no significant difference between work performance of single and that of married beneficiaries of WFSS ( $F_{(1,842)} = .01; p > 0.05$ ). Work performance of married beneficiaries did not significantly differ from that of single beneficiaries of WFSS. The null hypothesis was accepted.

**Keywords:** Women, Work, Support, Performance, Friendly, Organizations

'High in need for achievement' female members of organizations, like 'High in need for achievement' individuals have strong desire to perform challenging tasks well. They exhibit certain characteristics geared toward work performance. 'High in need for achievement' women have a strong desire to perform challenging tasks well too. They exhibit certain characteristics geared toward work performance as well. 'High in need for achievement' women seem to have internal locus of control geared toward work performance. They need an environment of better distribution of gender responsibilities and gender allocated resources. When we have achieved a better distribution of gender responsibilities and gender allocated resources, women will participate fully in their economy and more fully enjoy the life they choose to live. [Hager, 1993]. Very importantly, their potential will be fully harnessed side by side with those of men in work organization, thereby enriching organizational life, human resources, performance, productivity, and development (Evbuoma, 2006).

### **Statement of the Problem**

Female employees do not have equitable distribution to gender responsibilities and gender allocated resources. A vast majority of women in fact face a glass ceiling that limits their advancement toward the top in the management of organizations. This is apart from inequitable distribution to gender roles, and gender allocated resources in the family. For many of the specie unequal burden of domestic labour is far from getting lighter. Women must have equitable access to society's productive resources (Hager, 1993). Anyone would assume that being married or single will influence the thriving of the specie in organizational work performance. This does not appear to be consistently so for a vast majority of the specie. Ironically, organizations are harnessing the totality of human potential for work performance including women's expertise. Evbuoma, 2005. Compounding the problem is the fact that Public policy that would address, lay aside or transform the ever obvious, but subtle barrier, the "glass