

Occupational Stress among Academic Staff in Private University: Empirical Evidence from Covenant University, Nigeria.

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Abstract: The study examined occupational stress among Academic Staff in Private University in Nigeria. The objectives of the study were to ascertain whether work overload has impact on the quality of graduates produced by private University, to examine the relationship between university policy and the loyalty of academic staff of a private University, to justify the extent to which resource inadequacy affects the quality of research and publications produced by the academic staff of a private University and to highlight the effect of job dissatisfaction on the academic excellence of academic staff in a private University. The simple random sampling technique was used in this study to determine occupational stress among academic staff in a private University. A sample of 150 academic staff of Covenant University, Ota, was drawn for this study with response rate of 92%. The data were analyzed using simple frequency tables; regression and Pearson's product moment correlation were used for the four hypotheses proposed for this study. The results of the hypotheses showed that a negative relationship exists between university policy and the loyalty of academic staff, that resource inadequacy to a large extent affects the quality of research and publications produced by academic staff of a private University, that job dissatisfaction affects the academic excellence of academic staff in a private University and that there is a negative relationship between workload and quality of graduate produced by a private university. Research indicates that academics are experiencing higher level of strain compared to other occupational group and that occupational stress affects employees in several ways and is a major source of employee's turnover in many institutions. With this study, the general agreement is that occupational stress will have a negative effect on the academic staff of a private University. Therefore, an institution that emphasizes quality, performance and accountability must work towards reducing and managing occupational stress among its staff.

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