

JOB DEMAND, AGE AND GENDER AS PREDICTORS OF OCCUPATIONAL HEALTH

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ABSTRACT

There is dearth in literature as far as the issue of occupational health is concerned especially outside the Western culture, like Nigeria as this study aimed at enlightening individual employee, organizations and the society at large about the significance of occupational health and its implications on the individual and the society. So, the study investigated job demand, age and gender as predictors of occupational health. The study adopted a cross-sectional survey design in which four hundred and twenty eight (428) employees participated in the study, comprising 218 males and 209 females from both private and public organisations in Ondo state. The age range was between 20-57 years with a mean age of 19.35 and SD of 3.63. Perceived Work Demand Scale was used to measure Job demand, while Occupation Health Scale was used to measure occupational health. Pearson Product Moment Correlation and Multiple Regression were employed to analyze the data. The findings from the study showed that significant relationship existed between job demand and occupational health. But age and gender had no significant relationship with occupational health. In addition the result of the multiple regressions revealed that only Job demand significantly predicted occupational health, but the three jointly significantly predicted occupational health. The implication of this is that occupational health of employees is being affected majorly by the level of their work demand. The study was discussed in line with the existing literatures and recommendations were made.

Keywords: Job Demand, age, gender, occupational health, employee.