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# Gender & Behaviour



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EVBUOMA, I. KIKELOMI C.

# **GENDER**

**&**

# **BEHAVIOUR**

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## CONTENTS

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NAME OF AUTHORS	TITLE OF ARTICLES
EDITORIAL	i
CONTENTS	iii
KARL PELTZER	5056 Intimate Partner Violence among New HIV Positive Mothers in South Africa
M. W. PARSALOI & G. M. STEYN	5064 The Experiences of Female Head Teachers in Rural Primary Schools in Kenya
RENDANI TSHIFHUMULO & PILOT MUDHOVOZI	5080 Behind Closed Doors: Listening to the Voices of Women enduring Battering
EJIKE OKONKWO	5089 Time-Based Work Interference with Family and Emotional Exhaustion among Female Teachers
PHILIP C. MEFOH & LARABA B. SAMUEL	5096 Gender Differences versus Hand Preferences in Spatial Ability among a Nigerian Sample
OLADELE O. I	5106 Principal Components Analysis of Job Burnout and Coping Strategies among Extension Officers in North West Province South Africa: Implications for Female Officers
ABAYOMI SAMUEL OYEKALE	5115 Factors Explaining access to Health Insurance by Women of Reproductive Ages in Ethiopia
EVBUOMA IDOWU KIKELOMO	5124 Women-friendly Support Services and Work Performance: The Role of Marital Status
GE CHILOANE-TSOKA	5135 How Effective Affirmative Tender Procurements Assist Women Entrepreneurs Operating in Small Business in South Africa.
AKANBI, MOSES AYOKUNLE; ADETORO, GBEMISOLA WURAOLA & OKOYA, OMOLOLA OMOWUNMI	5146 Undergraduates Perspectives on Sex Education and Teenage Pregnancy in Covenant University, Ota, Ogun State, Nigeria
CHRISTABELLE S. MOYO	5153 Access to Productive Resources: The Catalyst to Rural

- Women's Poverty Alleviation. A Case of South Africa
- OKOJI ONWEAZU OLUFEMI** 5162 Effect of Socio-Economic Status of Parents on Educational Attainment of Female Secondary School Students in Rivers State of Nigeria
- YUNUSA UMARU** 5168 Moderating Role of Academic Self-Efficacy on School Achievement and Cheating among Senior Secondary School Students
- MOTHEPANE YALIWE PETUNIA SELEBOGO & VICTOR OJAKOROTU** 5175 SADC Gender and Development Protocol: An Evaluation of Equality, Empowerment and Gender Based Violence in South Africa (2008-2012)
- SHARLENE SWARTZ, ROBYN TYLER, & ANNA VERSFELD** 5197 Emotion as Opportunity: Reflections on Multiple Concurrent Partnerships among Young Men in South Africa
- ERHABOR S. IDEMUDIA** 5208 EPQ and Self-Esteem Scores of Male and Female Bullies in Mafikeng Schools, South Africa
- KOFI JOHNSON** 5220 Sexual Harassment against Nursing Students: A Case Study of Nigeria
- JULIE AKPOTOR** 5237 Sexism and Sexual Harassment in Tertiary Institutions
- MODUPE TAIWO** 5244 Gender Consciousness among Urban Adolescents in Osun State
- PETER J. O. ALOKA & OLANIYI BOJUWOYE** 5252 Gender Differences in Decisions on Student Disciplinary Behaviours by Disciplinary Panels of Selected Kenyan Secondary Schools
- A WOPETU RONKE GRACE, IGBO HAPPINESS IHUOMA, & NEWTON REBECCA TEMITOPE** 5272 Attitude and Perception of Adolescents towards Teenage Pregnancy in Makurdi Metropolis
- OGWOKHADEMHE, M. C** 5278 Consequences of Women Trafficking as Perceived by Working Class People in Edo State, Nigeria
- CHIKUVADE PINIAS & MATSWETU VIMBAI SHARON** 5285 Gender Stereotyping and Female Pupils' Perception of studying Advanced Level Sciences: A Survey of One Province in Zimbabwe
- NONTYATYAMBO PEARL DASTILE** 5297 What's Her Story: Understanding the Life Story of a Female Offender within the South African Context
- AGATHA OGWO** 5310 Gender: A predictor of Adolescent-Parent Relationship in Port Harcourt, Nigeria
- PETER O. OLAPPEGBA, ERHABOR S. IDEMUDIA, & UCHENNA C. ONUOHA** 5316 Gender Differences in Responsible Sexual Behaviour of In-School Adolescents

<b>OLADIMEJI JAMIU ODETUNDE</b>	<b>5323</b>	Influence of Transformational and Transactional Leaderships, and Leaders' Sex on Organisational Conflict Management Behaviour
<b>MICHAEL C. CANT &amp; YOLANDÉ HEFER</b>	<b>5336</b>	Visual Merchandising Displays – Functional Analysis or A Waster of Space in Apparel Retail Stores?
<b>ADEWUYI TEMITAYO DEBORAH &amp; AKINSOLA ESTHER FOLUKE</b>	<b>5342</b>	Gender and Peer Influence on Substance Abuse among Undergraduates in Lagos State University, Ojo, Lagos, Nigeria
<b>Abstracting &amp; Indexing</b>	<b>5351</b>	
<b>PsycINFO Journal</b>	<b>5352</b>	
<b>Ulrich International Directory</b>	<b>5353</b>	
<b>Reach Us</b>	<b>5354</b>	
<b>Sabinet Online</b>	<b>5355</b>	
<b>Invitation to Subscribe</b>	<b>5356</b>	
<b>Communication with the Editors</b>	<b>5357</b>	
<b>Ife Psychologia (RC LAZO 11934)</b>	<b>5358</b>	
<b>Ife Psychologia</b>	<b>5359</b>	
<b>African Journals Online</b>	<b>5360</b>	

## **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