Influence of Organizational Stress On Domestic Roles of Married Lecturers in Tertiary Institutions in Rivers State

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ABSTRACT: *Stress is one of the factors that contribute to the poor work performance of individual at workplace an even the home. Based on this, the study investigated the Influence of Organizational Stress on Domestic Roles of Married Lecturers in Tertiary Institutions in Rivers State. The study adopted the descriptive research design. The population for the study consisted of all the lecturers in faculty of education from University of Port Harcourt, Ignatius Ajuru University of Education As well as Rivers State University of Science and Technology. The sample size of the study consisted of 120 lecturers drawn across faculty if education from the three tertiary institutions mentioned earlier using the multi-stage sampling procedure. The "Occupational Stress and Domestic Activity Questionnaire (OSDAQ) was used as instrument for data collection for the study. Validity of OSDAQ was done by experts while Cronbach Alpha was used in determining a reliability coefficient of 0.81 for the instrument. Mean, standard deviation and t-test were used ad data analysis tools. Findings indicated that there was significant difference in the influence of occupational stress on sexual responsibilities of male and female lecturers (p=0.021<0.05), there was also difference on influence of stress on spousal care roles (p=0.042<0.05). On the contrary, there was no difference in the perceive influence of stress on parent-child responsibilities between male and female lecturers (p=0.251>0.05). Based on this, it was concluded among others that partner should also create time from their tight work schedule to keep up with their children. They should always manage their engagement and avoid unnecessary off work activities that may take their time*

KEYWORDS: stress, organizational stress, management

INTRODUCTION

According to Karakaş and Tezcan (2019), family is among the most important concepts of significance today. Conflicts may occur in the family structure that individuals will face in the

course of the life cycle and the work life that individuals endeavor to sustain their lives. Individuals' work lives typically become more complicated, and increased job responsibilities may affect family life (Nart & Batur, 2013, p. 72). In contrast, family life may also affect work life due to complicated situations within the family. In addition to the conflict in question, job stress and worker performance are also crucial factors. Employees' efforts and their contributions are crucial factors for organizations to subsist and maintain their activities. Due to the existence of an effort-intensive structure in the tourism sector, workers are quite important (Asfahyadın et al., 2017). Individuals spend most of their nondomestic lives in business areas. In this study, conducted to describe the balance between these two areas, in which so much time is spent, and to describe possible conflicts that may arise between these two areas and how the conflicts are associated with job stress and worker performance, the aim is to describe interactions of the factors in question. A limited number of studies analyze job stress and worker performance, the two dimensions of the work–family life conflict, under the same title. For example, Thompson, Beavais, and Lyness (1999) addressed variables affected when working-family benefits were not sufficient. The study was applied to post business graduates. Adams, King, and King (1996) examined the work–family conflict, work–life satisfaction, and family social support variables. The study was conducted on individuals who attended a course offered by a medium-sized comprehensive university in Michigan. Frone, Yardley, and Markel (1997) addressed the relation of work–family conflict to health outcomes in their study. The study was conducted on adults living in New York. Carlson, Kacmar, and Williams (2000) addressed only the work–family conflict variable and its sub-dimensions. Bruck, Allen, and Spector (2002) emphasized the negative effects of work–family conflict and family–work conflict on the workplace. Klassen and Chiu (2010) focused on the relationship between the variables of work stress and the various variables. Fiksenbaum (2012) discussed work–family conflict and balance issues.

Stress has been defined in different ways over the years. Originally, it was conceived of as pressure from the environment, then as strain within the person. The generally accepted definition today is one of interaction between the situation and the individual. It is the psychological and physical state that results when the resources of the individual are not sufficient to cope with the demands and pressures of the situation. Thus, stress is more likely in some situations than others and in some individuals than others. Stress can undermine the achievement of goals, both for individuals and for organisations.

Work-related stress is a growing problem around the world that affects not only the health and well-being of employees, but also the productivity of organisations. Work-related stress arises where work demands of various types and combinations exceed the person's capacity and capability to cope. Work-related stress is the second most common compensated illness/injury in Australia, after musculoskeletal disorders. Work-related stress can be caused by various events. For example, a person might feel under pressure if the demands of their job (such as hours or

responsibilities) are greater than they can comfortably manage. Other sources of work-related stress include conflict with co-workers or bosses, constant change, and threats to job security, such as potential redundancy. The workplace factors that have been found to be associated with stress and health risks can be categorised as those to do with the content of work and those to do with the social and organisational context of work. Those that are intrinsic to the job include long hours, work overload, time pressure, difficult or complex tasks, lack of breaks, lack of variety, and poor physical work conditions.

Unclear work or conflicting roles and boundaries can cause stress, as can having responsibility for people. The possibilities for job development are important buffers against current stress, with under promotion, lack of training, and job insecurity being stressful. There are two other sources of stress, or buffers against stress: relationships at work, and the organisational culture. Managers who are critical, demanding, unsupportive or bullying create stress, whereas a positive social dimension of work and good team working reduces it.

An organisational culture of unpaid overtime or "presenteeism" causes stress. On the other hand, a culture of involving people in decisions, keeping them informed about what is happening in the organisation, and providing good amenities and recreation facilities reduce stress. Organisational change, especially when consultation has been inadequate, is a huge source of stress. Such changes include mergers, relocation, restructuring or "downsizing", individual contracts, and redundancies within the organisation.

While numerous studies were conducted by combining work–family life conflict, work stress and worker performance subjects under different titles in the past, they also continue to be discussed in some studies today. Analyzing studies conducted previously on these issues revealed, e.g., in a compilation study conducted by Kossek and Ozeki (1998) on work–family conflict, that there was a consistent negative relationship between conflict and life satisfaction, the relationship between work–life satisfaction and work–family conflict could be more powerful for women compared with men. Chen et al. (2015), in their study on nurses, argued that there is a significant and negative relationship between turnover intention and job satisfaction, while there is a significant and positive relationship between the former and work-to-family conflict. Furthermore, the authors indicate that work-to-family conflict caused by job dissatisfaction indirectly affects turnover intention. In a study conducted by Turunç and Çelik (2010), the effect of perceived organizational support on work–family and family–work conflict, organizational identification, intentions of leaving a job was studied in the defense sector; as a result of the study, it was determined that perceived organizational support significantly reduced work–family conflict, family–work conflict, intention of leaving the job, and increased organizational identification.

Fiksenbaum (2012) mentioned that organizations accepting difficulties of work–family conflict might apply some programs to ensure workers' balance situation. Applied programs may contribute to success and effectiveness. Adopting a multilevel approach, Goh, Ilies, and Wilson (2015) focused on the mechanisms in which daily fluctuations in the workload affect life satisfaction by causing work–family conflict and the roles that supportive supervisors have in affecting these day-to-day relationships. In this manner, the authors point out that there is a positive relationship between employees' perception of workload and daily work–family conflict. This, in turn, negatively influences daily life satisfaction. Furthermore, the authors indicate that a cross-level interaction in which the relationship between daily workload and work–family conflict is negatively moderated by supervisor support can be regarded as an indicator of the importance of supervisory support in order to reduce day-to-day interference between work and family. Fellows et al. (2016), as a result of ituations in addition to innovations and improvements occurring as a result of changes. Stressful situations are among these negative situations that workers face over time. One of the crucial factors in emergence of the concept of stress is individual–work fit. This adaptation, in general, is known as the adaptation among an individual's current personality characteristics, e.g., knowledge, skill, and talent, and requirements of the job he/she will do. In the event of providing individual–work adaptation in question, studies concluded that individuals are more satisfied with their jobs, deviation to organization showed an increase, their work performances increased, their tendency toward leaving a job decreased, and stress became a less experienced situation (Kristof-Brown, 1996).

Worker stress is defined as physiological and psychological reactions to given situations and events, the effects of which can be perceived in a threatening and wearing way by individuals (Riggio, 2014, p. 249). Work stress refers to stressful situations they encounter in the work environment. In work life, differences between performance expected from workers and their realized performance are regarded as among the main causes of formation of stress.

Many stress factors affect the individual in life in general and in work life. All these challenge individual's physical and emotional capacity (McShane & Von Glinow, 2016, p. 81). Most individuals resort to the denial of the existence of stress until they face the consequences. This situation results in an unavoidable vicious circle. To cope with stress, timely and accurate decisions should be applied (McShane & Von Glinow, 2016, p. 83). Failing to cope with stress may create various effects on work–family life conflict and worker performance. According to Greenhaus and Beutell (1985), an increase in demands related to interest and energy from family and work results in work– family conflict. An increase in work–family conflict results in increase in psychological problems based on stress. Situations such as an individual's stress, distress, anxiety, tension, or fatigue stemming from their families or works harden the role in which they need to fulfill requirements in other fields. Babin and Boles (1996) concluded that worker involvement and supervisory support decreased stress and increased work satisfaction.

At the same time, the authors concluded that there was a positive relationship between role conflict and job performance and a positive relationship between work performance and work satisfaction. In their study on 197 graduates of a private university, Bolino and Turnley (2005) underlined that there is a relationship between higher levels of individual initiative and higher levels of employee role overload, job stress, and work–family conflict. In addition, the authors indicated that gender played a moderative role in the relationship between individual initiative and work–family conflict. Efeoğlu and Özgen (2007) analyzed the relationship among work–family life conflict and work stress, work satisfaction, and organizational commitment in the pharmaceutical sector and concluded that work–family life conflict and work–family conflict have a positive-oriented effect on work stress; on the other hand, family–work conflict does not have a significant effect on work stress. Using the data obtained from 367 managers of a large restaurant chain, Parker and DeCottis (1983) confirmed the multidimensional nature of job stress. Time stress and anxiety constitute two distinct dimensions of job stress. In this context, the authors emphasized that there is a significant relationship between two dimensions of job stress and five organizational stressor categories, while some of the independent variables within these categories were significantly related to job stress. Furthermore, the specific stressors affiliated with each dimension of job stress are substantially different. Goswami (2015) revealed that stress caused subjective outcomes (anxiety, fear, anger, etc.). Lambert et al. (2016), in a study conducted on police officers, analyzed the relationship between different dimensions of work–family conflict and work stress and concluded, as a result of a two variable analyses, that an increase in one of dimensions was related to increase in work stress.

As stated by Winefield and Jarrett (2001), stress levels in academic institutions are high compared to many other populations, and that stress has increased significantly over the last 15 years. Singh and Bush (1998) suggest that the persistent demands of academic life are likely to lead to negative consequences for staff. Abouserie (1996) states that academics have a large number of competing roles, such as teaching, research, seeking funding, writing papers, and meeting seminar and tutorial commitments, and found that 74% of staff were moderately stressed, and nearly 15% were seriously stressed, with lecturers the most negatively affected, followed by research assistants and professor. Gillespie et al. (2001) identified several key factors that are commonly associated with stress in academic staff. These include work overload, time pressure, lack of prospects, poor levels of reward and recognition, fluctuating roles, poor management, poor resources and funding, and student interactions. Other stressors identified from the literature by Gillespie et al. (2001) include high expectations, low job security, lack of communication, inequality, and lack of feedback. Indeed a study by Kinman and Court (2010) investigated the levels of job-related stressors in a sample of 9740 academic employees at higher-education institutions in the UK, including job demands, control, social support, interpersonal relationships, role clarity, and involvement in organisational change, and found that all except one (control) exceeded the safe benchmarks as stipulated by the Health and Safety Executive. Winefield and Jarret (2001) report that in a sample

of over 2000 Australian university staff, 43.7% were classified as clinical cases on the General Health Questionnaire, suggesting high levels of anxiety and depression. Sharpley, Reynolds, Acosta, and Dua (1996) found that stress was a significant problem for 25% of staff, with reports of increased anxiety, absence, injuries, illnesses, and poorer physical health, and Blix, Cruise, Mitchell, and Blix (1994) found that 48% of staff reported some health problems resulting from work stress.

According to Wang and Repetti (2011), research suggests that chronic job stress can influence the social life of a family through its impact on an employed member's psychological health and energy reserves, resulting in at least two possible consequences for that member's social behavior—a withdrawal from social interaction and/or an increase in negative emotion expression. When workers regularly feel taxed and depleted by their jobs, they may be less likely to participate actively in family life. For example, in two studies researchers found that parents knew less about their children's daily activities and experiences when fathers were employed in more demanding jobs (Bumpus, Crouter, & McHale, 1999), and when fathers (but not mothers) described greater interference from work in their family lives (Bumpus, Crouter, & McHale, 2006).Another study found a positive association between work pressure and difficulties performing family roles, such as spending time with spouse (Hughes, Galinsky,& Morris, 1992). These studies suggest that one result of having a high stress job is that workers may not have the resources and energy to stay as involved with their family as those with low stress jobs. Similarly, daily report studies have shown that a more stressful day at work is often followed by decreases in emotional expression and behavioral involvement with family members (e.g., Repetti, 1989; Story & Repetti, 2006).Social withdrawal and reductions in family involvement may be destructive for family cohesiveness and functioning when these coping techniques are used in the long-term. Indeed, one longitudinal study on dual-earner couples with multiple caregiving roles found that social withdrawal had negative effects on well-being(i.e., depression, affect balance, work-family conflict)over the period of 1 year (Neal & Hammer, 2009). However, short term withdrawal from social interaction has been differently conceptualized as an attempt to recuperate from job stress by providing the individual with a period of isolated relaxation and recovery from elevated levels of arousal that is beneficial for health and well-being (Repetti, 1992). Furthermore, withdrawal may shield the individual from potentially stimulating social interactions that in turn benefit the family system; for example, Larson and Gillman (1999) found evidence that solitary time buffers the transmission of negative emotions from working mothers to their children. Similarly, recent daily diary data have found that job stress is associated with greater marital distance, which may be indicative of relationship-protective coping (Lavee & Ben-Ari, 2007). Studies also implicate energy depletion as one mechanism by which daily job experiences spillover into the family (e.g., Doumas, Margolin, & John, 2008). Thus, there is evidence to suggest that short-term social withdrawal may be an adaptive response to job stress that benefits the employed individual's own health and well-being, as well as protects social interactions with family members. While job stress may be linked to a withdrawal from family members, there is also evidence that it can carry-over into the home and

add to conflict and tension in family relationships. Crouter and colleagues (1999) found that work pressure and work overload predicted more parent-adolescent conflict. Other studies have found similar results: fathers who perceived greater workload also reported more parent-adolescent conflict (Galambos, Sears, Almeida, & Kolaric, 1995), and fathers who reported long hours and greater role overload had less positive relationships with both their adolescent children and their wives (Crouter, Bumpus, Head, &McHale, 2001). A longitudinal study of parents and their infants found that when mothers reported a more negative work climate, both mothers' and fathers' interactions with their infants were more negative three months later (Costigan, Cox, & Cauce, 2003). Studies in the daily report tradition have also uncovered same-day linkages between tensions at work and tensions with spouse (Bolger, DeLongis, Kessler, & Wethington,1989), illustrating a negative mood spillover effect whereby negative emotions experienced at work (e.g., anger, irritability) are expressed at home with spouse(Story & Repetti, 2006) and children (Repetti, 1994). Thus, employed individuals may not always buffer family members from the residue of negative work experiences, and in fact, job stress can also increase the expression of negative emotion at home

Furthermore, stress is a universal element experienced by employees around the globe. Stress has become major problem for employer particularly in developing nations where the employer doesn't realize the impact of stress on employee performance which ultimately results in critical managerial dilemmas. Giga and Hoel (2003) concluded that high rates of mergers, acquisitions, increasing economic interdependence among countries due to globalization, technological development, and restructuring have changed the organizational work over the last few decades have resulted in time pressure, excessive work demand, role conflicts, ergonomic insufficiencies and problematic customer relationship are causes of stress. Stress can't be eliminated as it serves as a driving force if kept at a certain level, so stress needs to be managed in the sense that the level of patient care job satisfaction and other factor that affect it are optimized or minimized. Organizational stress can be defined as an emotional, cognitive, behavioral and physiological response to the aggressive and harmful aspects of work, work environment and organizational climate. It is a condition characterized by feelings of helplessness in solving tasks. In other words, work-related stress is people's reaction when they have to face some demands or special tasks that are out of their abilities or knowledge.

Organizational Stress
Organizational stress is commonly defined as an emotional, cognitive, behavioural and physiological response to the aggressive and harmful aspects of work, work environment and organizational climate. According to Khattak, Khan, Haq, Arif & Lambert (2007), employee or employers with organizational stress tend to characterized by the feelings of helplessness in solving any task that was given. Likewise, stress also has a significant, negative relationship with job satisfaction and organizational commitment such as counterproductive work behaviours, withdrawal behaviours, turnover intentions, and depression.

Mădălina-Adriana (2003) also noted that organizational stress can be defined as an emotional, cognitive, behavioral and physiological response to the aggressive and harmful aspects of work, work environment and organizational climate. It is a condition characterized by feelings of helplessness in solving tasks. In other words, work-related stress is people's reaction when they have to face some demands or special tasks that are out of their abilities or knowledge

Types of organizational stress
Organizational stress can be defined as an emotional, cognitive, behavioral and physiological response to the aggressive and harmful aspects of work, work environment and organizational climate. It is a condition characterized by feelings of helplessness in solving tasks. In other words, work-related stress is people's reaction when they have to face some demands or special tasks that are out of their abilities or knowledge. Stress is a type of negative emotional experience accompanied by predictable biochemical, physiological, cognitive, and behavioural changes that are directed either toward altering the stressful event or accommodating its effects (Bytyqi, Reshani, Hasani, 2010). To be more specific, stress is an emotional or physical reaction to environmental activities and events. One of the early scientists who discover and study about stress is Hans Selye. He proposed that the pituitary gland at the base of the brain will secrete a type of hormones which is known as cortisol when a person caught themselves in stressful events. Selye eventually introduced the term stress and defined it as mutual actions of forces that take place across any section of the body, physical or psychological (Haider & Supriya, 2007). In general, Mirela and Adriana (2011) stated that there are many different types of stress such as;

1. **Eustress**: represents a positive kind of stress and helps people to prepare their mind and body for whatever is about to occur in the future. Eustress can develop one's energy, creativity or competitive spirit and can offer the strength for achieving performance.
2. **Distress**: occurs when something affects one's routine for a short period of time. It has a negative impact on people and it contains the following categories of stress: acute stress and chronic stress.
3. **Acute Stress:** This type of stress appears when a change transforms one of the usual works that a person do. Although it seems to be an intense type of stress, it passes very quickly. The symptoms to that king of stress are: headaches, hypertensions, and rapid heartbeat and stomach problems.
4. **Chronic stress**: is the most serious type of stress and can be very harmful for people's health. It occurs when something changes the routine for a long period of time, from weeks to years. This kind of stress appears when facing several work or personal failures.
Also, Taylor (1995) affirmed some of the types of stress highlighted by Mirela and Adriana (2011) by stating that major types of stress, include the following follows: **Acute stress:** This type of stress is the most common and most recognizable form of stress. This is the kind of stress which the individual knows exactly why he is stressed. Normally, the body

rests when these stressful events cease and life gets back to normal because the effects are short-term. Acute stress usually does not cause severe or permanent damage to the body.

Traumatic stress: It is a severe stress reaction that results from a catastrophic event or intense experience such a natural disaster, sexual assault, life-threatening accidents, or participation in combat. Here, after the initial shock and emotional fallout, many trauma victims gradually begin to recover. But for some people, the psychological and physical symptoms triggered by the trauma do not go away. The body does not return to equilibrium, and life does not return to normal. This condition is known as post-trauma stress disorder. Common symptoms of this type of stress are flashbacks or nightmares about the trauma, avoidance of places and things associated with the trauma, hyper-vigilance for signs of danger and irritability and tension. Chronic stress: She describes this type of stress as unrelenting demands and pressures seemingly interminable periods of time. This stress wears the individual down day after day and year after year with no visible escape. It grinds away both emotional and health of the individual leading to breakdown and even death.

Episodic Acute Stress: This episodic acute stress is a situation where the individual's life experiencing this type of stress is very chaotic, out of controlled and they always seem to be facing multiple stressful situations. They are always in a rush, always late, always taking on too many projects, handling too many demands. Those who are prone to this type of stress include "TYPE A" personality. If an individual is prone to episodic acute stress, he may not know it or admit it. He may be wedded to a lifestyle that promotes stress. Unfortunately, people with episodic acute stress may find it so habitual that they resist changing their lifestyle until they experience a severe physical symptom. Also, this type of stress

Factors Contributing to Organizational Stress

According to the American Psychological Association, (2016), some of the causes of stress in organizations include the following:

1.   **Low morale:** When morale is low, workers often feel powerless. This in turn makes them complacent, and productivity suffers. Some of the most stressful jobs include secretary, waiter, middle manager, police officer and editor. These occupations are all marked by the service aspect of responsibilities: These professionals must respond to the demands and timelines of others with little control over events. Common to these types of careers are feelings of too little authority, unfair labor practices and inadequate job descriptions.

2.   **Management style:** Another factor in stressful work situations is management style. When a workplace has poor communication and employees are not included in decision-making processes, workers don't feel supported by their coworkers and employers. In addition, a lack of family-friendly policies can lead to increased stress due to effects on work-life balance.

3.   **Job responsibilities:** How tasks are assigned and carried out is a big contributor to workplace stress. This includes heavy workload, infrequent breaks, long hours and shifts, unnecessary routine tasks, ignoring workers' skills and more. When job expectations are uncertain or conflicting, employees feel they have too much responsibility and too many "hats to wear."

4. **Career concerns:** Another factor in workplace stress is career concerns such as job insecurity or lack of advancement opportunities. Rapid changes with little or no learning curve are also identified by the CDC as problematic.

5. **Traumatic events:** While not ideal, it is true that some jobs are more dangerous than others. Many criminal justice professionals, firefighters, first responders and military personnel experience stressful situations and personal risk every day. Occasionally, this can cause ordinary responsibilities to become difficult. For that reason, positions such as those listed above are particularly stressful.

6. **Work environment:** Most of the previous causes of workplace stress are emotional; however, a subpar work environment can create physical stress as well. Whether this is related to noise, lack of privacy, poor temperature control or inadequate facilities, work setting is critical in lowering workplace stress.

7.

Also, Rehman et al. (2010) averred hat high level of stressors like heavy workload and uncertainty about supervisor's expectations are associated with physical symptoms. Also, stress also gets caused when an employee does not fulfill the demand of job and supervisor (Schnall, 2011) Excessive workload and conflicting expectations are the good examples of working conditions. 40 percent of workers reported that their job is extremely stressful. In the U.S., 80 percent of American workers feel stress on their job. Bacharach et al. (1991) previous studies have also revealed different factors associated with occupational stress. For example, work overload that refers to when the employees' role expectations exceed the resources or time available to fulfill assigned responsibilities. According to Manzoor (2011), there are several factors which cause stress in employees at job and these factors are job timings, pay, bonus, workload and peer attitude. Badar (2011) states workload, technological problems, higher targets, compensation and salary, outcomes of decisions, management and peer support behavior, longer time frame are the main factors of causing stress in employees. Dar et al. (2011) assume that with increase in designation, stress increases and factors of creating stress in employees are feeling undervalued, work home interface, fear of joblessness, traumatic incidents at work and economic instability. impact of stress on employee productivity.

In addition, Matthews (2001) noted that stress can be experienced from four basic sources. **The Environment**: The environment can bombard you with intense and competing demands to adjust. Examples of environmental stressors include weather, noise, crowding, pollution, traffic, unsafe environment, and substandard housing, and crime.

Social Stressors: It is noted that we can experience multiple stressors arising from the demands of the different social role we occupy, such as parent, spouse, caregiver, and employee. Some examples of social stressors include deadlines, financial problems, job interviews, presentations, disagreements, presentations, disagreements demand for your time and attention loss of a loved one, divorce and co-parenting. impact of stress on employee productivity

Physiological: Situation and circumstances affecting our body can be experienced as physiological stressors. Examples of physiological stressors include rapid growth of adolescence, menopause, illness, aging, giving birth, accidents, lack of exercise, poor nutrition, and sleep disturbances.
Thoughts: Matthew (2001) noted that one's brain interprets and perceives situations as stressful, difficult, painful, or pleasant. Some situations in life are stress provoking, but it is our thought that determines whether they are a problem.

Finally, Çimen (2016) averred that organizational stress can be group into three broad factors which include: Organizational factors, Environmental factors and Personal factors**.**The organizational factors include things like employee-work discrepancy, uncertainty of role, unfavorable organizational culture, organizational truth problems, inadequate leadership, time pressure, inadequate career opportunities, concern of job loss. On the other hand, environmental factors include economic problems, social & cultural problems, political problem, transportation problems as well as fact changes on technology. Finally, personal Factors include, family problems, perfectionism, over work, putting high standards and taking more and unrealistic responsibilities. However, Çimen (2016) stated that what affects people is not the issue itself, it is the meaning that they give to this issue. So it is not important that where one is looking; it is important that they are looking.

According to McGurgan (2021), organizational stress can have a profound effect on production and motivation in the workplace. Worries about job security or the demands of a heavy workload increase stress levels and cause a variety of emotional and physical ailments. When stress factors, or stressors, are coupled with ineffective or uncaring management, stress can become a problem that extends to the entire department or company. Identifying signs of organizational stress is the first step in designing a strategy to address problems.

a.   Health Effects

Stress causes a variety of health problems, including high blood pressure, upset stomach, ulcers, headaches, palpitations, fatigue, sweating, weight changes, diarrhea, nausea, dizziness, dry mouth, appetite changes, sexual problems, stiff neck, muscle aches and back pain. If you are stressed, you might feel tired all the time, no matter how much you sleep, or you might have trouble sleeping at night. Poor emotional health can weaken your body's immune system, making you more likely to contract colds and other infections. These health problems can increase work absenteeism, usage of health insurance and work-related accidents.

b.   Poor Performance

Stress also can affect your ability to perform your job well. Stress can make it difficult to concentrate on complex problems or issues, and it might affect memory. You might neglect to complete certain important tasks or forget to perform a key part of a procedure. If you don't feel as if management supports or empowers you, you might feel that no reason exists to do your best work. Stress can lead to feelings of negativity, lack of enthusiasm and apathy. When you experience these feelings, you might no longer care about doing a good job.

c.   Unmet Expectations and Deadlines

If you feel overwhelmed and exhausted, then meeting expectations or deadlines can be difficult. The effects of stress on your cognitive abilities can affect your ability to prioritize, and it can be difficult to decide which project should take priority. Feeling that you have no control or input into your work also can affect your ability to complete tasks in a timely manner. Workers are less likely to experience work stress when they have more control over their work, have more control over the way they do their work and participate more in decisions that concern their jobs.

d.   Turnover

When stress makes working for a company an unpleasant experience, employees begin to look for new jobs or consider retirement. The loss of experienced employees can cause decreases in production and increases in costs associated with recruiting, hiring and training new workers. A high turnover rate also can make replacing stressed employees difficult for a company. Recruiting new employees can be challenging if prospective employees hear that the company's working environment is stressful.

Gilbert (2015) also stated that the following can be the effect of stress on the organization. These causes can be the following, the diversity and complexity of tasks; high responsibilities that require management positions; concern for the organization's future; aware of the potential effects of a poorly developed decision; inappropriate management style; excessive centralization of authority; - the existence of poorly professional trained subordinates; the extension of work program due to the emergence of some special situations.

Ways of Managing Organizational Stress

Stress management can be defined as interventions designed to reduce the impact of stressors in the workplace. These can have an individual focus, aimed at increasing an of stress management is to help the individual to manage the stress of everyday life. (Baridam 2006) stated that stress produces numerous symptoms which vary according to persons, situations and severity. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to a happy and a successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well Being. The impact of stress from overwork, long hours at work and work intensification was found to have a major and often devastating effect on organizations. According to, Chidiebere, Ibekwe, and Odunayo (2018), of all stress influences, the psychological ones are the most subtle and difficult to deal with because most people refuse to accept emotional distress. People are more willing to admit to physical disorders but usually will deny psychological pain. To manage organizational stress effectively   therefore requires   proper identification of the available sources of stress, alongside a diagnosis of the symptoms of job stress. This will help managers in tackling stress-related matters from their roots. Employees experience low or, and moderate levels of stress. The reason as pointed out earlier in this study is that such levels of stress may he functional and lead.

There are a lot of strategies that can be applied when talking about managing organizational stress, such as: early prevention and elimination of work related problems that can produce stress; - change work demands; ensure that employees have the necessary knowledge and abilities to perform effectively their jobs; - improve constantly the technique used at work; apply a proper management style; ensure a proper work environment; offer employees a stress management training in order to teach them ways of overcoming stress; - increase the support needed by employees; - ensure a good level of cooperation within employees; clearly define disciplinary procedures; establish a supportive working culture in order that employees feel integral to the organization and are motivated to achieve its goals; - offer employees the necessary support and information for developing their career; - encourage flexible work schedules; - try to manage the change process in a way that employees cannot become stressed due to it.

In all these, the rate at which work or organizational stress have affected the employees are alarming. While some have developed cold feet concerning family responsibilities, some on the other hand have sought alternative which in most cases brings more harm to the family than good. In the light of the above fact, the current study aimed at investigating influence of organizational stress on domestic activities of married lecturers in tertiary institutions in Rivers state;

Objectives
Specifically, the study intends to;
1.   Find the influence of organizational stress on the sexual responsibility of lecturers in tertiary institutions in Rivers State.
2.   Find the influence of organizational stress on the parents-child care among lecturers in tertiary institutions in Rivers State.
3.   Find the influence of organizational stress on spousal care roles among lecturers in tertiary institutions in Rivers State.

Research Questions
The following research questions were postulated to guide the researcher in the course of the study.
1.   To what extent does organizational stress influence sexual responsibility of lecturers in tertiary institutions in Rivers State?
2.   To what extent does organizational stress influence parents-child care among lecturers in tertiary institutions in Rivers State?
3.   To what extent does organizational stress influence spousal care roles among lecturers in tertiary institutions in Rivers State?

Hypotheses
The following hypotheses were also formulated to guide the study

1.   There is no significant difference in the influence of organizational stress on sexual responsibilities of lecturers in tertiary institutions as perceives by male and female lecturers in Rivers State.

2.   There is no significant difference in the influence of organizational stress on parent-child care responsibilities of lecturers in tertiary institutions as perceives by male and female lecturers in Rivers State.

3.   There is no significant difference in the influence of organizational stress on spousal care roles of lecturers in tertiary institutions as perceives by male and female lecturers in Rivers State.

METHODS

The study adopted the descriptive survey research design. This research design was adopted because the researcher investigated influence of organizational stress on domestic activities of married lecturers in tertiary institutions in Rivers state**.** The population for the study consisted of all the lecturers in faculty of education from University of Port Harcourt, Ignatius Ajuru University of Education As well as Rivers State University of Science and Technology. The sample size of the study consist of 120 lecturers drawn across faculty if education from the three tertiary institutions mentioned earlier. This sample size was drawn using multi-stage sampling procedure. At stage one, the researcher simple random sampling by ballot to draw 4 departments from faculty of education from each of the institution. This gave a total of 12 departments in all. Afterwards, the researcher applied non-proportionate sampling technique to draw 10 lecturer from each of the departments, this gave a total of 40 lecturers from each school and a grand total of 120 lecturers in all. The "Occupational Stress and Domestic Activity Questionnaire (OSDAQ) was used as instrument for data collection for the study. The instrument had Sections A and B. Section 'A' dealt with the demographic data of the respondents, while Section 'B' elicited information on lecturers level of occupational stress an family activities. The questionnaire made use of modified 4-point Likert scale of Strongly Agree, Agree, Disagree, and Strongly Disagree. Expert vetting was used primarily to determine the validity of OSDAQ. The researcher consulted two experts in the field of measurement and evaluation gave out the instruments with a request that they vet it for grammatical and content errors. After their vetting, their comments and suggestions were accommodated to ensure that the instrument was valid. Cronbach Alpha method was used in determining a reliability coefficient of 0.81 for the instrument which showed that the instrument was highly reliable. To achieve this, copies of the questionnaire were administered by the researcher to a pilot group of 30 respondents from other institutions aside the selected three. The instruments were administered to randomly to lecturers of faculty of education in these three institutions. Mean, standard deviation as well as the t-test was used to analyze the data generated.

RESULT

Research Question One: To what extent does organizational stress influence sexual responsibilities of lecturers in tertiary institutions in Rivers State?

Hypotheses One: There is no significant difference in the influence of organizational stress on sexual responsibilities of lecturers in tertiary institutions as perceives by male and female lecturers in Rivers State.

Table 1: t-test analysis of influence of organizational stress on sexual responsibilities of lecturers as perceived by male and female lecturers.

Gender	N	X	St.d	Df	alpha	Sig	Result
Male	49	24.25	9.01				Significant
				118	0.05	0.021	(Reject H0)
Female	71	32.16	7.17				

From the analysis in table 1, male lecturers were 49 with mean value of 24.25 while the female were 71 with mean value of 32.16. Their standard deviation values were 9.01 and 7.17 respectively. These mean value indicate the fact that female lecturers agree more to the fact that organizational stress influence sexual responsibilities of lecturers compared to their male colleagues. The sig. value was 0.021. Hence, since sig. (P=0.021<0.05) is less than the alpha of 0.05 at 118 degrees of freedom, the null hypothesis was rejected meaning that there is actually a significant difference in the influence of organizational stress on sexual responsibilities of lecturers in tertiary institutions as perceives by male and female lecturers in Rivers State.

Research Question Two: To what extent does organizational stress influence parents-child care among lecturers in tertiary institutions in Rivers State?

Hypotheses Two: There is no significant difference in the influence of organizational stress on parent-child care responsibilities of lecturers in tertiary institutions as perceives by male and female lecturers in Rivers State.

Table 2: t-test analysis of influence of organizational stress on parent-child responsibilities of lecturers as perceived by male and female lecturers.

Gender	N	X	St.d	Df	alpha	Sig	Result
Male	49	29.56	8.11				Insignificant
				118	0.05	0.251	(Retain H0)
Female	71	29.04	10.27				

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Table 2 revealed that male lecturers had mean value of 29.56 while the female had mean of 29.04. Their standard deviation values were 8.11 and 10.27 respectively. These mean value indicate the fact that male lecturers agree to the fact that organizational stress influence parent-child relationship of lecturers more compared to their female colleagues. The sig. value was 0.25. Hence, since sig. (P=0.25>0.05) is greater than the alpha of 0.05 at 118 degrees of freedom, the null hypothesis was retained meaning that there is no significant difference in the influence of organizational stress on parent-child relationship of lecturers in tertiary institutions as perceived by male and female lecturers in Rivers State.

Research Question Three: To what extent does organizational stress influence spousal care roles among lecturers in tertiary institutions in Rivers State?

Hypotheses Three: There is no significant difference in the influence of organizational stress on spousal care roles of lecturers in tertiary institutions as perceives by male and female lecturers in Rivers State.
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Table 3: t-test analysis of influence of organizational stress on spousal care roles of lecturers as perceived by male and female lecturers.

Gender	N	X	St.d	Df	alpha	Sig	Result
Male	49	22.43	7.10				Significant
				118	0.05	0.042	(Reject H0)
Female	71	23.14	13.06				

Table 3 revealed that male lecturers had mean value of 22.43 while the female had mean of 23.14. Their standard deviation values were 7.10 and 13.06 respectively. These mean value indicate the fact that male lecturers agree to the fact that organizational stress influence spousal care roles more compared to their female colleagues. The sig. value was 0.042. Hence, since sig. (P=0.042<0.05) is less than the alpha of 0.05 at 118 degrees of freedom, the null hypothesis was rejected meaning that there is a significant difference in the influence of organizational stress on spousal care roles of lecturers in tertiary institutions as perceived by male and female lecturers in Rivers State.

DISCUSSION OF RESULT

From the finding of research question one, it is revealed that there is a significant difference in the influence of organisational stress on sexual responsibilities of male and female lecturers. This finding means that the way male lecturers perceive occupational stress as influencing their sexual responsibility it is quite different from the way the female lecturers perceive it. Specifically, the mean values have shown that female lecturers perceive that occupational stress influence sexual responsibilities more than the male lecturers. This finding means that occupational stress has more influence on female lecturers than male lecturers. The finding of the study probably might come

because even as it is the male lecturers that in most cases initiate sexual activities, it is the female that are more sensitive and emotionally attached to sex than the male. It may also come because a lot of male lecturers may probably be exhausted after work that they may not be able to initiate sexual activities and may tend to relax leaving the females stranded. The finding also point to the fact that females are more sensitive enough and have understand their male partners but may not be able to take over the initiation of sexual activities. The findings of the study may also come because majority of the respondents sampled are aware of the influence of job stress on their personal lives. It may also be that in one way or the other, such influence may have a negative impact not just on their sexual activities but on their domestic activities. The result of the findings is not surprising to the researcher because to the best of his knowledge, it is known that in most cases sexual activities are being initiated by men and if they are too tired, this may not be possible and it may affect their sexual life especially where the partners are not also sexually active. The finding of the study is in line with that reported earlier my Kingston (2007) and Ufot (1999) who all reported a significant relationship between job stress and sexual behaviours among employees in organizations.

From research findings two, it was revealed that there was no significant difference in the perceived influence of occupational stress on parent-child responsibilities among lecturers in tertiary institutions in Rivers state. The finding of the study mean that both male and female lecturers are being influenced in a similar manner with no particular difference in the way occupational stress influences their communication pattern towards their children. The finding of the study means that if stress has a positive influence on the parent-child relationship among male lecturers, it will also have a similar positive influence on female lecturers. On the contrary if this occupational stress has a negative influence on the parent-child relationship of male lecturers, it will also have a corresponding negative influence on the parent-child relationship of female lecturers. The finding also mean that both male and female lecturers in tertiary institutions especially in Rivers State may not be able to manage their occupational stress vis-vis their relationship with their children at home. On the other hand, it may also mean that these lecturers are given too much to their work to the detriment of their relationship with their children at home. The finding of the study my arise because majority of the lecturers sampled are aware of the negative effect of job stress on their personal life. It may also come because majority of them probably might have had a first-hand experience on the effect or influence of stress associated with their job on their family lives. The findings of the study is not also surprising in any sense to the researcher because stress as a whole is perceived generally by both male and females to have a significant negative effect on the attitudes and businesses of employees. It is not also surprising because as a public servant, the researcher is aware personally of the negative influences of stress or not just our family life but on all the aspect of life. Timothy (2007), Eben (2012) as well as Ugoeshi (2015) all reported similar findings to back up the current study when they noted that there is a significant relationship between of job stress and job performance among lecturers in tertiary institutions.

Finally, research findings three reveal that there is a significant difference in the influence of occupational stress on spousal care responsibilities of lecturers in tertiary institutions in Rivers State. The finding here mean that the way male lecturers see occupational stress as influencing their special care roles is quite different from the way female lecturers perceive such an influence. Specifically, it was revealed through the mean score that female lecturers have a higher perception of the influence of occupational stress and their spousal care roles. This means that female lecturers agree more to the fact that occupational stress have a significant influence on the way and manner their spouse take care of them. On the other hand, it also means that it has a significant influence on the way and manner they themselves take care of their spouse. The findings of the study is also a little bit surprising to the researcher because if both male and female lecturers perceive similarly the influence of occupational stress on sexual responsibilities, it is certain that such may be the case in terms of spousal care because this in most cases is related to sexual intimacy among the couples. The finding of the study is however not also too much surprising because spousal care roles could be gender-sensitive. This means that in most relationship, it is either the male or the female that holds the pillar to the relationship. it is either the male partners is more caring, tolerant or more supportive of the relationship or the female are. This means that whatever the case may be, spousal care roles was thought of to be gender-related. The findings of the study is however different from that reported by Egba (2011) who noted significant influence of job stress on job performance of both male and female employees.

CONCLUSION

Stress in organization is an inevitable factor that most management is faced in the day to day running of the organization. Also, apart from the employee suffering as victims, stakeholders and executives also face stress from time to time. Causes of stress in tertiary institutions are enormous but most influential of them are personal as well as environmental related stress. Also, there are various ways which stress could be managed. One best form of that as noted by the author here is to first and foremost identify the sources of the stress. Finally, stress had a significant influence on family lives of employees especially in tertiary institutions. However, the level of influence as well as the area of influences do differ between male and females' lecturers.

Recommendation
From the analysis and result, the following is recommended;
1.   Couples especially females lecturers should help themselves by adjusting to the sexual needs of their partners. They should be sensitive to know when their partner is stressed out and also, do the needful to keep their sexual life going.
2.   Partner should also create time from their tight work schedule to keep up with their children. They should always manage their engagement and avoid unnecessary off work activities that may take their time.

3.   Couples should develop more time to each other so as to make their love life lively. It is advised that female partners especially should do everything necessary to avoid over stressing themselves that may lead to poor care for their spouse.

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