



## INFLUENCE OF PERCEIVED SOCIAL SUPPORT AND SELF ESTEEM ON PSYCHOLOGICAL WELLBEING OF CIVIL SERVANTS IN LAGOS STATE

**OLABIMITAN, Benjamin Adegboyega**

*Department of Psychology, Faculty of Social Sciences,  
Lagos State University, Ojo-Lagos.*

*E-mail: [Benjamin.olabimitan@lasu.edu.ng](mailto:Benjamin.olabimitan@lasu.edu.ng)*

*Tel: +2348067621601*

### ABSTRACT

*The study examined the influence of perceived social support and self-esteem on psychological well-being civil servants in Alausa-Lagos. The study adopted a cross sectional survey design, while stratified and accidental sampling techniques were employed in selecting 571 civil servants across various ministries in Alausa state secretariat. Three standardized scales: 18- item Ryff's Scales of Psychological Well Being, perceived social support by Zimet, Dahlem, Zimet & Farley and 10-item Rosenberg's self-esteem scale were used for data collection. Three hypotheses were raised and the results revealed significant negative relationship between self-esteem and psychological wellbeing ( $r=-.12$ ,  $df=569$ ,  $p<0.1$ ); significant positive relationship between social support and psychological wellbeing. ( $r=.75$ ,  $df=569$ ,  $p<0.1$ ); males civil servants experienced higher psychological wellbeing compared to their females' counterparts ( $t=4.6$ ,  $df=569$ ,  $p<.01$ ). The results were discussed and recommendations raised for future studies based on some identified limitations of the study.*

**Keywords:** Perceived social support, Self esteem, Gender, Psychological wellbeing, civil servants.

### INTRODUCTION

Psychological well-being refers to how people evaluate their lives. These evaluations may be in the form of cognitions or in the form of affect. The cognitive part is an information based appraisal of one's life that is when a person gives conscious evaluative judgments about one's satisfaction with life as a whole. The affective part is a hedonic evaluation guided by emotions and feelings such as frequency with which people experience pleasant/unpleasant moods in reaction to their lives. The assumption behind this is that most people evaluate their life as either good or bad, so they are normally able to offer judgments. Further, people invariably experience moods and emotions, which have a positive effect or a negative effect. Thus, people have a level of subjective well-being even if they do not often consciously think about it, and the psychological system offers virtually a constant evaluation of what is happening to the person.

Sustainable well-being does not require individuals to feel good all the time; the experience of painful emotions (e.g. disappointment, failure, grief) is a normal part of life, and being able to manage these negative or painful emotions is essential for long-term well-being. Psychological well-being is, however, compromised when negative emotions are extreme or very long lasting and interfere with a person's ability to function in his or her daily life. The concept of feeling good incorporates not only the positive emotions of happiness and contentment, but also such emotions as interest, engagement, confidence, and affection. The concept of functioning effectively (in a psychological sense) involves the development of one's potential, having some control over one's life, having a sense of purpose (e.g. working towards valued goals), and experiencing positive relationships. Psychological wellbeing (PWB) is quite similar to other terms that refer to positive mental states, such as happiness or satisfaction.

Psychological well-being has been widely researched because of its applied implication. Psychological well-being describes positive psychological functioning in autonomy, environmental mastery, purpose in life, positive relationship with others, personal growth and self-acceptance (Ryff & Keyes, 1995). According to Emanuel, Howell, Taber, Ferrer, Klein and Harris (2018), and Hernandez, Bassett, Boughton, Schuette, Shiu, and Moskowitz (2018) the researchers in the two studies established that psychological well-being is associated with positive cognitive and health outcomes. More specifically, their findings demonstrated that psychological well-being positively predicted the ability to self-affirm (self esteem), suggesting that psychologically healthy individuals

may be more likely to reflect on values that are relevant to them when their sense of self is threatened.

The term “Hedonic” wellbeing is normally used to refer to the subjective feelings of happiness. It comprises of two components, an affective component (high positive affect and low negative affect) and a cognitive component (satisfaction with life). It is proposed that an individual experiences happiness when positive affect and satisfaction with life are both high (Carruthers & Hood, 2004).

The less well-known term, “Eudaimonic” wellbeing is used to refer to the purposeful aspect of PWB. The psychologist Carol Ryff has developed a very clear model that breaks down Eudaimonic wellbeing into six key types of psychological wellbeing. Psychological well-being covers different factors like meaningfulness, wellness and satisfaction, positive and negative feelings. This implies that psychological wellbeing involves many aspects of employee’s life and by so doing, will have significant influence on their general performance and important to all categories of employees to function effectively. For effective performance, it is not only important to know how employees feel and function on their job but also how they are relating well with others who are co-workers or members of the public in discharging their duties, is also important as it can have significant impact on their job.

One of the factors that could affect psychological wellbeing is individual’s perceived social support. Perceived social support is the support that an individual believes to be available, regardless of whether the support is actually available. Perception of support may be a function of the degree of intimacy and affection within one’s relationships. Generally, social support refers to the various ways in which individuals aid others. Social support has been documented as playing an important and positive role in the health and well-being of individuals. To receive support from another, one must participate in at least one important relationship. However, social support has often been summarized as a network of individuals on whom one can rely for psychological or material support to cope effectively with stress. According to Cohen (2004), Social support is theorized to be offered in the form of instrumental support (i.e., material aid), appraisal/informational support (i.e., advice, guidance, feedback), or emotional support (i.e., reassurance of worth, empathy, affection). Compared with actual support, perceived support may be just as important (and perhaps more so) in improved health and well-being. Perceived social support may influence psychological outcomes including wellbeing. Actually, perceived support appears to correlate more closely with health status than does actual social support. Similar to actual support, perceived support may heighten the belief that one is able to cope with current situations, may decrease emotional and physiological responses to events, and may positively alter one’s behaviour (Krohne&Slangen, 2005).

For instance, Lee, Chung and Park (2016) found that perceived social support consistently predicted wellbeing outcomes, and underscored the importance of social support in promoting positive psychological health. Johnsen, Eriksen, Indahl, and Tyeito (2017) elaborated further on the important of perceived social support on psychological well being when they established that higher levels of social support negatively predicted psychological health indicators and that the manner in which the support is rendered may be more crucial than the amount of support received. *According to Onuoha and Akintola (2018), positive psychology research has suggested that social support is related to healthy psychological functioning of individuals. In a study they carried out to examine the direct influence of perceived social support on psychological well-being dimensions among selected undergraduate students in Nigeria. The results of the study showed that perceived social support have significant main effect on psychological well-being, while the result of independent influence showed that more favorable perception of social support predicted autonomy, positive relations and self-acceptance dimensions of psychological wellbeing among non-indigene first year students in the study.* In another study designed to examined the relative

efficacy of social support seeking (SSS) and self-efficacy building (SEB) in the management of emotional well-being of caregivers of people suffering from HIV/AIDS by Okeke in 2016. The study base was at the United States President's Emergency Plan for AIDS Relief (PEPFAR) center in the University College Hospital, Ibadan, Oyo state. One-hundred and sixty-five (165) caregivers purposively sampled and randomly assigned to the treatment and control groups by the researcher participated in the study. The treatment was carried out for a period of eight weeks. Social support seeking and self-efficacy building were both found to be effective in enhancing the emotional well-being of informal caregivers in the study when compared to the controls, Social support seeking was significantly more effective than self efficacy building in achieving this goal. Adejuwon, Adekunle and Ojeniran (2018) in a study that examined the influence of social support and personality traits on psychological wellbeing of nursing mothers using survey design to purposively and accidentally sampled 258 nursing mothers with a mean age of 29.05 who's postpartum is between 0-3months in two selected hospitals in Oyo State, Nigeria. The outcome of the study showed that social support and personality traits jointly predicted the four subscales of psychological wellbeing respectively, of the social support subscales, only perceived emotional support was found to independently and significantly predict social dysfunctions. Igbolo, Salami and Uzochukwu (2017) carried out a study to examined the impact of family and social support on the health of people in Calabar Metropolis, Cross River State, Nigeria with the main objective of examining the health impact on those who lack certain social support and the measures to be taken to reduce the effects. The survey method was used in order to realize this objective. Findings from the research showed that there was a significant relationship between family and friend's relationship on the health and well-being of individuals. The support of family and friends during crises has a positive effect on people's health and well-being. Further analysis also revealed that those who live near their family have lower stress issues than those who live away from their family as the family plays an important role in one's ability to make healthier choices.

According to Cohen (2004), Social support is a psychological and material resource that enables individuals to handle stressful everyday life events successfully. Supportive social relationships have been shown to be important predictors of psychological health and well-being. Nielsen, Newman, Smyth, Hirst, and Heilemann (2016) in their study found that teacher support positively predicted well-being in a sample of graduate students, thereby suggesting that the more favorable the teacher support, the higher the students' psychological well-being. Social support has also been found to significantly predicted psychological well-being among elderly persons (Wedgeworth, LaRocca, Chaplin & Scogin, 2017), suggesting that support resources may be a significant contributory factor to improved psychological health such as life satisfaction across the life span. Literature on social support and psychological wellbeing aligned with the proposition that stress and coping social support theory (Cutrona, 1990) which argued that social support promotes adaptive appraisal (positive thoughts, problem solving mindset) and coping in individuals who are confronted with stressful events. According to the theory, the development of problem-solving cognitions is crucial because it buffers against the negative effect of stress on health. *Another important variable that could influence psychological well being of workers is self-esteem.* Self-esteem is defined as an individual's subjective evaluation of his or her worth as a person. A person with high self-esteem considers him/herself worthy; S/he does not necessarily consider him/ herself better than others (Rosenberg, 1965). Thus, self-esteem involves the feelings of self-respect and acceptance but not the feelings of superiority and entitlement that are typical for narcissistic self-views.

*Self-esteem is used to describe a person's overall sense of self-worth or personal value, how much one appreciate and like self, which can involve a variety of beliefs about oneself, such as*

*the appraisal of one own appearance, beliefs, emotions, and behaviours. It reflects a person's physical self-image, view of his or her accomplishments and capabilities, and values and perceived success in living up to them, as well as the ways in which others view and respond to that person. The more positive the cumulative perception of these qualities and characteristics, the higher one's self-esteem. A reasonably high degree of self-esteem is considered an important ingredient of mental health, whereas low self-esteem and feelings of worthlessness are common, consequently a person with high degree of self esteem are more likely to experience greater psychological well being.*

According to Paradise and Kernis (2017) in a study that examined the extent to which self-esteem (SE) level and self esteem (SE) stability predicted scores on Ryff's (1989) multidimensional measure of psychological well-being among a sample size of 103 undergraduates who participated in the study. The study outcome showed a main effects for SE level emerged on all six subscales, indicating that high self-esteem was associated with greater well-being than was low self-esteem, also, main effects for SE stability emerged for the autonomy, environmental mastery, and purpose in life subscales, indicating that stable SE was associated with higher scores than was unstable SE, while, SE Level and SE stability interactions emerged for the self-acceptance, positive relations, and personal growth subscales indicating more complex relationships between self-esteem and these aspects of well-being.

In an investigation of self-esteem and life satisfaction among 13,118 college students in 31 nations, Diener and Diener (1995) found that self-esteem was moderately correlated with life satisfaction, though the strength of this association varied across cultures in different countries covered by the study. Self-esteem has also been found to be strongly associated with other indicators of subjective well-being, such as positive and negative affect (Robins, Hendin & Trzesniewski, 2011), meaning in life (Steger, Frazier, Oishi & Kaler, 2006). Nwankwo, Okechi and Nweke (2015) in a study that examined the relationship between perceived self-esteem and psychological well-being among 350 athletes from Ebonyi State University, Abakaliki, Nigeria. The results showed that perceived self-esteem and psychological well-being were related, in such a way that athletes with high self-esteem have high psychological well being compared to their counterparts with low self-esteem who had lower psychological well being. Visani, Albieri, Offidani, Ottolini, Tomba, and Ruini (2011) explore gender differences in the levels of psychological well-being and distress during adolescence, one of the most controversial periods of human life. Five hundred and seventy-two adolescents (313 females, 259 males; mean age 13.63 years, SD = 1.94) were recruited from various middle and high schools in Northern Italy, which volunteered to participate in the study. Gender differences in psychological well-being levels were not found, even if on- test females tend to report lower scores in self-acceptance scale (PWB) than males. Girls reported higher levels of distress than boys. The investigation points out that females reported higher levels of distress than males, but unlike the preceding studies, it also highlights those girls showed similar levels of psychological well-being compared to boys. These results suggest that adolescence is a period of the life with peculiar characteristics in boys and girls and that further investigations are needed. Kantariya (2017) investigated the gender differences on psychological well-being among male and female post-graduate students. The random sampling method was used in this study. The total sample consisted of 60 post-graduate students. 30 males and 30 females studying in M.A. (Master of Arts) were selected from the various departments of Saurashtra University, Rajkot. The result showed that there is no significant gender difference on psychological well-being among male and female post-graduate students.

Despite the fact that social support, self-esteem and gender has salutary health outcomes, perceived social support influence on psychological well-being is in need of investigation, particularly among civil servants in Lagos state who may

experience psychological distress due to acculturative stress, adjustment difficulties and separation from a familiar environment during work hours and encounter a lot of stress in getting to office and returning back home. Therefore, this study was designed to examine the influence of perceived social support and self-esteem on psychological well-being among Lagos state civil servants. Employees' psychological well-being has continued to receive a serious interest and attention from researchers because of it important to organisations and individuals in the organisations. This is so because organizations need employees who are sound psychologically in order to perform and be productive in today world of work that requires innovativeness and keep on changing. For organisations to catch up with the changing world of work, they need to ensure that their employees are highly motivated, full of life and have high level of wellbeing (Rathi, 2009). This is so because since only employees who are high on Psychological well-being can experience a state of sound mental health person who possesses a number of positive mental health qualities such as active adjustment to the environment, right frame of mind and personality to adapt appropriately.

It has been established that psychological well-being leads to desirable outcomes, even economic ones. In a very intensive research done by Diener and his colleagues (1997), people who score high in psychological well-being later earn high income and perform better at work than people who score low on well-being. It is also found to be related to physical health. In addition, it is often noticed that what a society measures will in turn influence the things that it seeks. If a society takes great effort to measure productivity, people in the society are likely to focus more on it and sometimes even to the detriment of other values. If a society regularly assesses well-being, people will provide their attention on it and learn more about its causes. Psychological well-being is therefore valuable not only because it assesses well-being more directly but it has beneficial consequences.

The important of variables such as social support, self esteem and gender on psychological well being have been a topic of interest in societies where well being was valued. For instance, Bucker, Nuraydin, Simosmeier, Schneider, &Luhmann (2018) found a significant but non-linear relationship between well-being and academic achievement among tertiary institution students. Their finding revealed that low-achieving students were not necessarily low on well-being while high-achievers were also not normally high on well-being. This finding suggest that other variables may interfere in the relationship between well-being and academic achievement, among variables identified were social support received from important others or self esteem of individual. Some of these factors may be perceived social support workers believed are available to them, those who perceived support in the workplace among workers may adjust well and therefore, experience greater psychological well-being compared to those who do not perceived social support in the system and therefore experience higher stress and even in some cases may be depressed.

*Likewise, individual's* overall sense of their self-worth or personal value may go a long way in determining their psychological wellness. Those who believed in themselves as possessing the required skills and values to subdued the stress that come with change in environment/situation are more likely to experience better psychological wellbeing compared to those who lack confidence in themselves and hence have given up to situation they find themselves. *Despite the importance of psychological wellbeing* and likely variables that could influence individual wellbeing, much has not been done among Lagos state civil servants on the influence of perceived social support and self esteem on psychological wellbeing. It is this observed gap in knowledge that is motivating the researcher to carry out the present study that intends to examine the influence of perceived social support and self esteem on psychological wellbeing among Lagos State civil servant, Alausa.

From the foregoing, the following research questions were raised:



### **Hypotheses.**

1. There will significant positive relationship between self-esteem and psychological wellbeing
2. There will significant positive relationship between social support and psychological wellbeing.
- 3 There will be significant differences between male and female students on psychological wellbeing.

## **METHODS**

### **Research Design.**

The study adopted a cross sectional survey design. The design affords the researcher to examine all the variables at a time. The independent variables are perceived social support, self esteem and gender, while psychological well-being served as the dependent variable.

### **Setting**

The study was carried across various ministries and departments in Alausa secretariat, Ikeja-Lagos, Nigeria. The selected ministries and departments are: Ministry women affairs, ministry finance, ministry education ministry agriculture, ministry commerce, industries and cooperative, ministry of economic planning and budget, ministry of establishment, training and pensions, ministry of health, ministry of housing, ministry of local government and community affairs, and ministry of home affairs.

### **Participants/ Sampling Techniques.**

The participants for this study were 571 civil servants sampled across ministries and departments in Alausa secretariat, Ikeja. The sample was selected using both stratified and accidental sampling techniques. Stratified sampling technique (by dividing civil servants into sub-groups represented by ministries) was used to select participants from various ministries in secretariat and then accidental sampling technique was used in administering the questionnaires by asking willing and available student to participate in the study.343(60.1%) are males; while 228(39.9%) are females; 283(49.6) are Christians, 231 (40.5%) are Muslim, and 57(10%) are of other religions.

### **Instruments**

The instrument used for collecting data in this study was a structure questionnaire divided into four sections consisting of section A: Demographic Information of participants such as level of education, job status, religion, marital status, sex.

**Psychological well-being:** Was measured with 18- item Ryff's Scales of Psychological Well Being. The scale includes 3 items for each of 6 aspects of well-being: **self-acceptance, autonomy, environmental mastery, purpose in life, positive relations with others**, and **personal growth** on a 7-point Likert rating scale with internal reliabilities of .81.

**Social Support:** was measured using 12-item multidimensional scale of perceived social support by Zimet, Dahlem, Zimet & Farley, 1988 will be used to assess social support. The scale is on a 7-point Likert-type scale with reliability coefficient of .93. The scale have the family, friends, and significant other subscales.

**Self Esteem:** Was measured using the 10-item Rosenberg, M. (1965) self esteem scale with a 4-point likert scale format ranging from strongly agree to strongly disagree with internal consistency of 0.77.

### Procedure.

The researcher distributed 650 questionnaires to civil servants across various ministries and departments at Alausa state secretariat of Lagos state civil service after seeking for approval to carry out the research with director of finance and administration and permanent secretaries depending on whom we are directed to at each ministry/department. The purpose of the study was explained to the participants and they were also duly informed that participation in the study was voluntary and that participants were free to withdraw from the study, anytime they feel they are no more comfortably to continue with the study in addition to assurance of confidentiality of their responses. To be assured of the confidentiality of their responses, they are instructed not to write their names or anything that can be used to identify individuals, based on this assurance many were willing and actually participated in the study. The administration of questionnaires was achieved with help of research assistants and some volunteers' civil servants who help the researcher to collect distributed questionnaires. In all six hundred (650) questionnaires were distributed out of which 590 were returned and 471 of the returned questionnaires were properly filled and used for the final analysis.

### Analysis

Hypotheses 1 and 2 were analyzed using Pearson  $r$ , while hypothesis was analyzed using  $t$ -test.

### RESULTS

The first hypothesis which stated that there will be significant positive relationship between self esteem and psychological wellbeing was tested using Pearson's ( $r$ ) and the result is presented below in table 1:

**Table 1: Summary table of Pearson  $r$  showing relationship between self esteem and psychological wellbeing.**

	Mean	SD	df	$r$	$p$
Self Esteem	23.8	4.6	529	-.12	<0.1
Psychological Wellbeing		64.7	16.4		

From the table above, it was observed that there is significant negative relationship between self-esteem and psychological wellbeing. ( $r = -.12$ ,  $df = 569$ ,  $p < 0.1$ ). This implies that as self-esteem increases, psychological wellbeing reduces. The stated hypothesis is hereby rejected.

The second hypothesis which stated that there will be significant positive relationship between social support and psychological wellbeing was tested using Pearson's ( $r$ ) and the result is presented below in table 2:

**Table 2: Summary table of Pearson r showing relationship between social support and psychological wellbeing**

	Mean	SD	df	r	p
Social Support	40.9	15.5	569	.75	<0.1
Psychological wellbeing	64.7	16.4			

From the table above, it was observed that there is significant positive relationship between social support and Psychological wellbeing. ( $r = .75$ ,  $df=569$ ,  $p <0.1$ ). This implies that as workers perceived social support increases, so also the psychological wellbeing going higher. The stated hypothesis is hereby accepted.

The third hypothesis which stated that male undergraduate students will score significantly higher on psychological wellbeing than their female counterparts was tested using t-test for independent measures and the result is presented in table 3 below:

**Table 3: Summary table of t-test for independent measures showing comparison of psychological wellbeing demonstrated between male and female employees.**

	Sex	N	Mean	Std	df	t	p
Psychological Wellbeing	Male	343	67.2	12.2	569	4.6	<.01
	Female	228	60.8	20.7			

From the table above, the result of the t-test shows that sex significantly influenced psychological wellbeing ( $t= 4.6$ ,  $df= 569$ ,  $p= <.01$ ). The result went further to show that male undergraduate students (Mean= 67.2) significantly scored higher on psychological wellbeing than the female undergraduate students (Mean= 60.8). This confirms the stated hypothesis.

**DISCUSSION.**

The first hypothesis which stated that there will be significant positive relationship between self-esteem and psychological wellbeing was not confirmed. The result revealed a negative relationship with psychological wellbeing, as the scores on self-esteem increases the individual psychological wellbeing reduces, thereby establishing a negative relationship between self-esteem and psychological wellbeing.

The present result is inconsistent with Nwankwo et al. (2015) in a study that examined the relationship between perceived self-esteem and psychological well-being among 350 athletes in Ebonyi State University, Abakaliki, Nigeria. The results showed a significant positive relationship between self-esteem and psychological wellbeing. The result is also inconsistent with Diener et al. (2015) who concluded that one of the most important outcomes associated with self-esteem is subjective well-being, high self-esteem was found to strongly correlated with psychological well being.

However, the result found a partial support in Diener and Diener's (1995) study on self-esteem and life satisfaction among 13,118 college students in 31 nations which found self-esteem to be moderately correlated with life satisfaction, while the strength of this association varied across cultures. Perception of self-esteem might have influenced the result among the participants in this study and as a result, by so doing, there is need for more study examining the relationship between self-esteem and psychological wellbeing across different cultures and class to established the true relationship between the two variables. Moreover, the present result may also be as a result of the fact that those scoring high on self-esteem may have little or no time to give to their wellbeing or may not even seek professional advice when their psychological wellbeing is not at optimal because they have confidence that they can handle problem by themselves, while those with low self-esteem may be eager to seek professional advise more that those that have high self confidence and this may explained the reason for negative correlation.

The second hypothesis which stated that there will be significant positive relationship between social support and psychological wellbeing was tested and the result confirmed the stated hypothesis, employees scoring high on perceived social support scored higher on psychological wellbeing, showing that there is a significant positive relationship between social support and psychological wellbeing. This result is consistent with Nielsen et al. (2016) who found that teacher support positively predicted well-being in a sample of graduate students, thereby suggesting that the more favorable the teacher support, the higher the students' psychological well-being. Likewise, Social support have also been found to significantly predicted psychological well-being among elderly persons (Wedgeworth, LaRocca, Chaplin & Scogin, 2017), suggesting that support resources may be a significant contributory factor to improved psychological health such as life satisfaction across the life span. The result is also supported by Igbolo et al. (2017) who examined the impact of family and social support on the health of people and found a significant relationship between family and friend's support on the health and well-being of individuals. Also, Adejuwon et al. (2018) and Lee et al (2016) who reported that perceived social support consistently predicted wellbeing outcomes, which underscored the importance of social support in promoting positive psychological health and general psychological wellbeing among people. Confirming this finding, Johnson et al (2017) give detailed explanation on how support rendered may be more crucial than the amount of support received and if such support would have significant impact of psychological wellbeing of the person receiving the support. The result showed that employees who perceived the presence or availability social support from co-workers, family members, organisations, supervisors among others are more likely experience higher psychological wellbeing compared to co-workers who do not perceived such support for these relevant others.

The third hypothesis which examined differences in sex on psychological wellbeing was confirmed. The result showed that sex have significant influence on employee's psychological wellbeing. The male employees are scoring higher on psychological wellbeing compared to their female counterparts. The result is partially supported by Visani et al (2011) who explore gender differences in the levels of psychological well-being and distress during adolescence, result of the study showed no significant differences between males and females participants, although females reported higher levels of distress than males participants and by so doing partially supported the present finding. Such distress has implication for psychological wellbeing, men been more resilience and cope more with emotion than female may make them doing better on psychological wellbeing than female students.

However, the result contradicted Kantariya (2017) who investigated the gender differences on psychological wellbeing among male and female post-graduate students. The result showed that there is no significant gender difference on psychological wellbeing among male and female post-graduate students. The partial support for this hypothesis also called for more studies on



areas of gender and psychological wellbeing. However, gender equality, dual income family, women empowerment, feminism among other struggles initiated to remove barriers between men and women might have been responsible for insignificant differences between men and women on psychological wellbeing among the sampled population.

### **Recommendations.**

There should be more education and orientation for workers, irrespective of their self-esteem (high/low) on need to regularly monitor their self-esteem and to consult professional when they have health issues. Also, those who have high self-confidence should be specially targeted and made known to them that low self-esteem cannot make one do well on psychological health but consulting experts when the need arises is important. There should be available support programmes for workers, from family, coworkers, supervisors, organisations, community as perceived and real social support have been shown to be important for psychological wellbeing of employees. All programmes aimed at improving psychological wellbeing of employees should cut across genders, males and females, however more attention should be given to women as they are more prone to distress as this may not be unconnected with the fact that women are more likely to be engaged in home shores such as cooking, taking care of children in addition with office job compared to men and therefore need more attention in term of psychological wellbeing compared to men.

### **Limitation of the study.**

The study has several limitations just like other studies. One, there are there are several other possible combinations of variables and factors that may likely have significant influence on Lagos state civil servants' psychological wellbeing, such as age, socio-economic status, residence, job status, and several other personality variables which were not part of variables in the present study. Also, the study is restricted to Lagos state civil servants alone, which could also affect the generalization of this study and the sample size too could affect the generalization, therefore, it is suggested that future study should have a wider spread and larger sample size for wider generalization to the local government, federal government and private organisations. Moreover, the means of data collection was through self report which could also affect the true reflection of respondents, as mood, environment and other situational variables during response could be a potential factor that could affect response.

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