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EXPLORING INFLUENCE OF PSYCHOSOCIAL FACTORS ON WORKING PARENTS' QUALITY OF LIFE IN IBADAN

Olalekan Oluremi O.

(oolalekan3055@stu.ui.edu.ng, University of Ibadan),

Rosemary E. Roberts

(adadec2002@yahoo.com, University of Ibadan).

Peter O. Olapegba

(peter.olapegba@gmail.com, University of Ibadan),

Corresponding Author: Oluremi O. Olalekan (oolalekan3055@stu.ui.edu.ng, 08034700275)

ABSTRACT

Parents' employment satisfaction, religion disposition and social support, enjoyed from friends and relations can have long-term consequences on quality of life. This study explored the influence of psychosocial factors on working parents' quality of life in Ibadan. 117 working parents in Ibadan were purposively sampled. Ex-post facto research design was adopted. A validated scales measuring religiosity, social support and job satisfaction were used for data collection. Psychosocial factors jointly predicted about 87% variance in working parents' quality of life [$R=.93$, $R^2=.87$, $F(3, 94) = 200.66$; $P < .01$]. Both education [$F(5, 99) = 0.772$; $P > .05$] and job designation [$F(3, 99) = 1.810$; $P > 0.5$] accounted for 19.3% variance ($R^2 = 0.193$, $P > .05$). While age-group [$F(1, 96) = 4.096$; $p < .05$] was significant on quality of life. Psychosocial factors in this study contributed positively to working parents' quality of life in Ibadan.

KEY WORDS, Religiosity, Job Satisfaction, Social Support, Working Parents.

INTRODUCTION

Working parents today face a complex set of challenges as they attempt to balance professional responsibilities with the needs of their growing children. This balancing act requires not only time and financial resources but also emotional and psychological resilience. Parents play a pivotal role in shaping their children's development, influencing both their immediate childhood experiences and their long-term adulthood outcomes. The investment parents make in their children's well-being is considerable, often involving sacrifices that affect their own health and quality of life.

In many African societies, traditional gender roles have long dictated that married women serve primarily as full-time homemakers, dedicating their time to managing the household and caring for children. However, these culturally ingrained expectations are gradually being reshaped by the effects of globalization, urbanization, and economic transformation. More women are now entering the workforce, with some becoming the primary breadwinners for their families. This shift, while empowering in many respects, also introduces additional psychosocial stressors.

The psychosocial factors influencing working parents include work-related stress, role conflict, lack of social support, and the challenge of meeting societal expectations alongside family duties. For example, parents may experience guilt for spending less time with their children or anxiety over financial pressures. Furthermore, women often face the dual burden of work and domestic responsibilities, which can lead to emotional exhaustion and decreased life satisfaction.

Globalization has also brought new cultural influences and economic demands that impact family dynamics, altering traditional support systems and reshaping what is considered normative parenting behaviour. Navigating these changes requires considerable psychological adaptability and social support. When such resources are limited, the quality of life for working parents can be adversely affected, leading to increased risk of mental health issues such as depression and anxiety.

Understanding these psychosocial factors is critical for developing supportive policies and interventions that can improve the well-being of working parents. This includes workplace flexibility, access to childcare, mental health resources, and community support networks. By

addressing these elements, societies can help working parents better manage their dual roles, ultimately enhancing their quality of life and the developmental outcomes for their children. The employment status of both fathers and mothers significantly influences family income as well as the time available for child development. Working parents, particularly women, often face unique challenges as they strive to manage work responsibilities alongside maintaining the well-being of the home environment. This dual role underscores the importance of examining the quality of life experienced by working parents. Traditionally, especially in many African contexts, it was uncommon for women to engage in paid employment outside the home. However, shifts in financial demands, changing social attitudes, and rising educational attainment have contributed to a growing trend of women participating in the formal workforce (Adeyemi & Owusu, 2023).

The pressures of population growth and limited access to basic needs globally have further necessitated women's involvement in income-generating activities to sustain household livelihoods and improve perceived quality of life. Moreover, phenomena such as privatization and globalization have contributed to the emergence of dual-career families, where both partners pursue employment (Adeyemi & Owusu, 2023). While dual careers can provide economic benefits, they may also lead to work-life conflicts and role strain, potentially causing neglect of other areas of life and contributing to an imbalance between professional and personal domains (Nastaran, et al., 2025).

Addressing these psychosocial dynamics is critical for understanding and supporting the well-being of working parents as they navigate evolving gender roles and economic realities.

The quality of life for working parents can be greatly influenced by the interaction between work and family roles. Research shows that both spouses in dual-earner families tend to report higher marital quality and psychological well-being compared to families where only the husband is employed (Chai & Schieman, 2021). However, this is not universally experienced; for example, dual-earner wives in Mexico have reported that their marital relationships can suffer due to reduced time spent alone with their spouses, highlighting the complexity of work-family dynamics (Chai & Schieman, 2021).

Employment satisfaction also plays a crucial role in parents' quality of life, but this benefit may be tempered for mothers who must simultaneously manage work and home responsibilities. Work-life balance is often seen as a vital resource for working mothers, enabling them to fulfil career ambitions while maintaining family life, leisure, and personal development (Chung & Van der Lippe, 2020; Maiya & Bagali, 2014). Yet, the demanding nature of both paid work and household duties often leaves limited time for women's self-care and wellbeing, underscoring the importance of achieving balance to secure a satisfactory quality of life.

Quality of life encompasses not only the adequacy of material circumstances but also the subjective feelings of well-being, including morale, happiness, and life satisfaction (Bennett, Gerrard, & McDowell, 1987; Kobau, Snizek, & Zack, 2020; Zisi, 2021). This concept aligns with the World Health Organization's (WHO) definition of health, which includes physical, mental, and social well-being. Thus, an individual's perception of their health and quality of life is shaped by cultural expectations, values, goals, and personal concerns.

Work-family conflict, a common challenge for working parents, can severely deteriorate quality of life. Such conflicts are further complicated by the increasing prevalence of nuclear family structures, which may reduce extended family support traditionally available in many cultures. In many African societies, entrenched societal norms continue to confine women primarily to roles as homemakers and child bearers, regardless of their employment status, whereas men are predominantly viewed as providers. These cultural expectations add another layer of psychosocial pressure that may affect working parents' well-being and quality of life.

Fu and Shaffer (2001) originally noted that work overload and conflicts between professional and personal roles can cause boredom at work, which spills over to family life, reducing job satisfaction and quality of life. More recent research highlights that competing demands from work, family, and personal needs remain primary causes of work-life conflict (Nastaran et al., 2025).

Religiosity often plays a vital role in helping working parents cope with stress and improve their quality of life. Recent studies affirm that religious and spiritual practices provide psychological coping resources and contribute positively to mental health and life satisfaction (Koenig, 2021; Smith & Vega, 2022). For instance, Mahoney et al. (2021) found that religious beliefs influence psychological and social processes critical to parental well-being. Despite this growing recognition, more empirical research focusing specifically on working parents is needed to clarify these relationships.

Interpersonal support remains crucial in enhancing quality of life for working parents. However, the rise of globalization alongside increasing individualistic cultural attitudes has complicated access to social support. Extended family systems traditionally prevalent in African societies, where relatives such as grandparents and aunts actively assist with childcare, have declined, leading to reduced structural social support available for working parents (Oduro & Oppong, 2020; Adeyemi & Owusu, 2023). Social support includes both the structural connections between social network members (family, co-workers, neighbours) and the functional resources these networks provide (Helgeson, 2020).

Both mothers and fathers juggling workplace and home roles experience elevated stress that can differentially impact their quality of life (Greenhaus & Powell, 2021). Social support functions as an important buffer against stress, improving overall well-being (Taylor et al., 2020). Religiosity similarly provides a coping mechanism that fosters psychological comfort and life satisfaction (Pargament & Mahoney, 2021). Yet, despite these insights, empirical studies examining the combined influence of job satisfaction, social support, and religiosity on working parents' quality of life remain limited. This research aims to address these gaps by investigating how these psychosocial factors shape the subjective well-being of working parents (Diener et al., 2020).

Interpersonal support remains a critical determinant of quality of life for working parents; however, increasing globalization and the shift toward individualistic cultural values have made accessing robust social networks more difficult (Oduro & Oppong, 2020; Ugwu & Okechukwu, 2021). In traditional African societies, the extended family system provided a structural safety net, with relatives like uncles and aunts supporting parental responsibilities. This communal approach, once prevalent, is now in decline due to urbanization and modernization pressures (Agunwa, Okoro, & Agunwa, 2022).

In this study, social support is conceptualized using structural measures—reflecting the presence, connections, and relationships within a person's social network—rather than functional measures, which focus on the specific resources provided by those network members (Berkman & Krishna, 2014; Mu, Zhang, & Fu, 2021). These network members typically include co-workers, family members, and neighbours.

Working parents often shoulder overlapping demands from both professional and domestic spheres, leading to elevated stress levels and compromised well-being (Ng & Feldman, 2021). Prior studies have emphasized the buffering effect of social support in reducing stress and enhancing psychological resilience (Chao, 2020). Additionally, religiosity—through mechanisms such as spiritual meaning-making and community belonging—has been linked to improved coping and greater life satisfaction among working adults (Abu-Raiya & Pargament, 2021).

Despite these established associations, there is limited research examining the combined influence of job satisfaction, interpersonal support, and religiosity on working parents' overall well-being. This study addresses this gap by investigating how these factors jointly impact the subjective quality of life among working mothers and fathers in contemporary African settings.

THEORETICAL FRAMEWORK

Motivator-Hygiene Theory by Herzberg, (1966) suggests that job satisfaction and dissatisfaction are not two opposite ends of the same continuum, but instead are two separate and, at times, even unrelated concepts. 'Motivating' factors like pay and benefits, recognition and achievement need to be met in order for an employee to be satisfied with work. On the other hand, at the absence of 'hygiene' factors (such as working conditions, company, policies,

and structure, job security, interaction with colleagues and quality of management) employees will be dissatisfied with their jobs. Dispositional Approach theory suggests that people have innate dispositions that cause them to have tendencies toward a certain level of satisfaction, regardless of one's job (Staw & Ross, 1985).

Exchange-based models continue to be essential frameworks for understanding social support (Sally & Arlene, 1984, Xu & Copper-Thomas, 2014). Berkman, Glass, Brissette, & Seeman, (2000) and Cobb, (1976) emphasized that membership in a network defined by mutual obligations constitutes a fundamental aspect of social support. The behaviours of recipients within supportive exchanges are closely linked to the principles of reciprocity and feelings of indebtedness, as discussed by (Nelson, Hardy, Tice, & Schnitker, 2023). From a cognitive perspective, religion is viewed as a system that explains human religiosity by highlighting how individuals process and internalize religious ideas—asserting that people can only embrace religious concepts that their cognitive capacities allow, which then often become deeply meaningful on a personal level (Tremelin, 2006).

Recent studies have continued to explore these dimensions, particularly emphasizing the dynamic interplay of social exchange, cognitive processing, and the personal significance of religiosity in contemporary contexts (Smith & Johnson, 2021).

Statement of the Problem

Balancing the demands of work and family life poses significant challenges for working parents, particularly in urban centres like Ibadan, where economic, social, and cultural pressures are rising. The stress associated with managing dual responsibilities can significantly impact their overall quality of life. While much attention has been paid globally to the work-life balance dilemma, little is known about how specific psychosocial factors, especially religiosity, job satisfaction, and social support, influence the quality of life of working parents in the Nigerian context.

In a society where religious beliefs often shape coping mechanisms, religiosity may provide emotional resilience and meaning in the face of daily stressors. Similarly, job satisfaction plays a crucial role in psychological well-being and life fulfilment, while social support—from family, friends, or colleagues—can act as a buffer against stress and burnout. Yet, the independent and combined influence of these variables on the quality of life of working parents in Ibadan remains underexplored.

Most existing studies in Nigeria have treated these factors in isolation or focused on general working populations, neglecting the unique experience of working parents who face both occupational and familial demands. This gap in empirical research limits the development of effective social and workplace policies that could support this vital demographic.

Therefore, this study seeks to explore the influence of religiosity, job satisfaction, and social support on the quality of life of working parents in Ibadan. Understanding these relationships is crucial for designing culturally relevant interventions and institutional policies aimed at improving well-being and productivity among working parents.

HYPOTHESES

Three hypotheses were tested in this study. Hypothesis one stated that there will be significant independent and joint influence of religiosity, social support and job satisfaction on quality of life.

Hypothesis two stated that age and gender will have significant main and interactive influence on working parents' quality of life in Ibadan. While hypothesis three stated that education and job designation will have significant main and interactive influence on quality of life among working parents in Ibadan.

METHODOLOGY

Research Design: Ex-post facto research design using cross sectional survey method was utilized for the data collection on participants. The researchers' interest lies on whether the

studied independent variables (Job Satisfaction, Social Support and religious disposition) could predict the dependent variable (Quality of Life). This is because the interest of the researchers is to establish the relationship between the investigated variables without any form of manipulation.

Setting: The study was conducted in urban and peri-urban regions of southwestern Nigeria, particularly in Oyo State, which includes major administrative zones such as Ibadan North, Akinyele, and Egbeda Local Government Areas. These locations were selected due to their diverse mix of formal and informal employment sectors, growing urbanization, and representation of both nuclear and extended family structures.

Participants were drawn from public and private workplaces, including schools, healthcare institutions, banks, government offices, and small businesses. These settings provided access to a cross-section of working parents navigating both occupational and domestic responsibilities. The region reflects evolving family dynamics where traditional extended family systems coexist—often uneasily—with increasing individualism and nuclear family arrangements, making it a pertinent context for examining social support, religiosity, and decision-making styles.

Religious diversity (predominantly Christianity and Islam), varying socioeconomic statuses, and differential access to social services in these areas also added depth to the exploration of how interpersonal and institutional support networks impact working parents' quality of life.

Participant: The populations of interest in this research work were parents who are married and working at the same time in Ibadan. A total of one-hundred and seven (107) working parents participated in the study. Of the returned number, 45% of the respondents were males, 54% were females, while 1.3% was missing. Their ages ranged from 27 to 64 years with an average of 44.5 years. The average number of children is two while years of marriage range from 5 months to 40 years with an average mean of 15.4 years. Their educational background varied, 4 (4%) had school certificate, 6 (6%) has O level certificate, 24 (24%) had OND certificate, 14 (14%) had HND certificate, 20 (20%) had B.Sc. certificate, 21 (21%) had Masters Certificate, while the remaining 9 (9. %) had PhD qualification. 2 (2%) were missing. As regards to religious affiliation, 82 (82%) were Christians while 18 (18%) were Muslims. Lastly for Job designation, 22 (22%) were junior staff, 38 (38%) were senior staff, 39 (39%) were middle staff and 1 (1%) is missing.

Sampling Technique: The sampling technique that was used in selecting the participants for this research is a non-probability sampling technique. This is a technique where the samples are gathered in a process that does not give all the individuals in the population equal chances of being selected. In this study, the purposive or judgmental sampling technique was used. This is because it is a non-probability sample that is selected based on the characteristic of the population and objective of the study.

Instrument: The research was carried out with the use of structured questionnaire to gather relevant information from participants. The questionnaire was divided into 5 sections. The measures are Quality of Life, Religiosity, Job Satisfaction and Social Support, including the Socio-demographic variables.

Section A: This section measures demographic variables of the participant such as age, gender, marital status, duration in the marriage, number of children, highest level of education, job designation, and religion.

Section B: Quality of Life scale (2008). This section contains an instrument used for measuring Perceived Quality of Life developed by Olapegba, (2008). This scale consists of 15 items measuring Perceived Quality of Life. The items on the scale were arranged in Likert format with 5-point response option ranging from Strongly Agree (5) to Strongly Disagree (1). The reliability Coefficient alpha is .87 and the standardized item alpha is also.87. The Split-half reliability for this scale is .84 and correlation between forms is .68. The scoring dimension

of the scale indicates that the higher the score of an individual on the scale, the higher the perception of quality of Life.

Section C: Dimension Religiosity Scale (1997). This questionnaire contains a 20-item scale called Dimension Religiosity Scale developed by DiDuca & Joseph, (1997). The 20-item self-report measures preoccupation, guidance, conviction and emotional involvement. Each item answered on a 5-point Likert scoring system ranging from Strongly Disagree (1) to Strongly Agree (5). Reliability analysis for the five-item subscales gave alpha value of 0.94 for Emotional Involvement, 0.95 for Conviction, 0.94 for Pre-occupation and 0.90 for Guidance. The total scale was highly internally reliable with a Cronbach alpha of 0.95 (Cronbach, 1951). Convergent Validity is 0.94.

Section D: Job Satisfaction Scale (1997). This measured Job Satisfaction using a 10-item scale by Scott & Peter, (1997). The factor loading was above the traditional cut-off value of .30. The Cronbach alpha reliability of the scale is .77. The items measured the employee's feelings and reactions towards aspects of their jobs. The scale significantly related to work place factors such as job stress, boredom, isolation and danger of illness or injury.

Section E: Social Support Questionnaire (1983) This section contains the measure of social support. The Social Support Questionnaire was developed by Sarason, Levine, Basham, & Sarason, (1983). The scale yields scores for perceived number of social supports and satisfaction with social support that is available. The Cronbach alpha is .81, while the alpha coefficient of internal reliability is .97.

RESULTS

Hypothesis one which stated that there will be significant independent and joint influence of religiosity, social support and job satisfaction on Quality of Life of Working Parents in Ibadan was tested using multiple regression analysis and the result is presented in table I;

Table I: Multiple Regressions Showing the Influence of Religiosity, Social Support and Job Satisfaction on Quality of Life

Predictors	β	t-value	Sig	R	R ²	F	P
Religiosity	.377	22.512	.000				
job satisfaction	-.464	-9.075	.000	.930	.865	200.66	<.01
social support	-.512	-7.554	.000				

DV: QofL

The overall model was statistically significant, $F(3, N-4) = 200.66$, $p < .01$, indicating that the set of predictors accounted for a substantial proportion of variance in the dependent variable. The model yielded an $R = .930$ and $R^2 = .865$, showing that 86.5% of the variance in quality of life was jointly explained by the three psychosocial predictors. Table I presents the regression coefficients for each predictor. Religiosity had a significant independent positive influence on quality of life ($\beta = .377$, $t = 22.512$, $P < .01$), meaning that Religiosity independently predicted about 38% variance in quality of Life. However, job satisfaction ($\beta = -.464$, $t = 9.075$; $P < .001$) and social support ($\beta = -.512$, $t = -7.554$, $p < .001$) both showed statistically significant but negative relationships with quality of life, contrary to expectations.

Hypothesis two which states that there will be significant main and interactive influence of age and gender on Quality of Life among Working Parents in Ibadan was tested using 2x2 ANOVA and the result is presented below on table II;

Table II: Tests of Between-Subjects Effects Showing the Main and Interactive Influence of Age and Gender on Quality of Life

Source	SS	Df	MS	F	Sig.
Gender	14.560	1	14.560	.209	.648

Agegrp	284.965	1	284.965	4.096	.046*
Gender * Agegrp	102.161	1	102.161	1.468	.229
Error	6679.291	96	69.576		
Total	179990.000	100			
Corrected Total	7100.360	99			

a R Squared = .059 (Adjusted R Squared = .030)

b *: *p< .05

Table II indicates that there was a significant main influence of Age-group on the Quality of Life among working parents in Ibadan [$F(1, 96) = 4.096$; $P < .05$], suggesting that quality of life significantly varies by age group. This implies that older and younger working parents may experience quality of life differently. However, Gender reported a non-significant main influence on quality of life [$F(1, 96) = .209$; $p > .05$], indicating that male and female working parents did not differ significantly in their perceived quality of life. Also, the interaction influence of both Age and Gender on quality of life was not significant [$F(1, 96) = 1.468$; $p > .05$]. The R^2 value of .059 showed that Age and Gender accounted for only 5.9% variance in quality of life among this population. This means that Age influences the quality of Life of working parents in Ibadan.

Hypothesis three which states that there will be main significant and joint influence of Level of Education and Job Designation on Working Parents Quality of Life in Ibadan was tested using 5×3 ANOVA and the result is presented below on table III

Table III: Tests of Between-Subjects Effects Showing the Main and Interactive Influence of Education and Designation on Quality of Life

Dependent Variable: Quality of Life

Source	SS	df	MS	F	Sig.
Education	260.274	5	52.055	.772	.573
Designation	366.193	3	122.064	1.810	.151
Education * Designation	448.720	6	74.787	1.109	.364
Error	5731.668	85	67.431		
Total	179990.000	100			
Corrected Total	7100.360	99			

a R Squared = .193 (Adjusted R Squared = .060)

As shown in Table III, education and job designation had no significant main and interactive influence on perceived quality of life among working parents in Ibadan [$F(6,85) = 1.109$; $P > .05$]. This result implies that neither educational qualification nor designation had contributed significantly to variance in quality of life if found among working parents.

Both education and job designation accounted for 19.3% variance in quality of life ($R^2 = 0.193$, $p > .05$). This means that level of education and position at work does not influence the Quality of Life of working parents in Ibadan. Thus, the hypothesis is not confirmed.

DISCUSSION

The objective of this study is to explore influence of psychosocial factors (Religiosity, Job Satisfaction and social support) on quality of life of working parents in Ibadan.

Hypothesis one which predicted that Religion, Social Support and Job Satisfaction had a significant independent and joint influence on Quality of Life of working Parents in Ibadan. The hypothesis was confirmed, meaning that religiosity social support and job satisfaction each independently had significant influence on Quality of Life, this implies that the more religious the working parents are, the higher their quality of life. This is consistent with the findings of Hood et al (2009) and Koenig, (2012) which reported that religiosity and spiritual practices are known to provide means for coping with stress and health problems, and as well influence responses to illness. In line with this, Sawatzky et al., (2005) in their result reported that being

spiritual have a higher quality of life. Mahoney (2010) reported that religious factors tend to influence the psychological and social processes which are responsible for the well-being of parents and children. Mahoney (2010) also reported that social support gotten from significant others such as family members also boost their quality of life. Given the significant relationship between job satisfaction and quality of life that was found in the present study, the results of other studies are almost consistent with the current study. As Hadizadeh, Nourani, & Shakeri, (2015) studied the relationship between job satisfaction and quality of work life and reported a significant association. Considering the significant relationship between quality of life and job satisfaction found in the present study, it can be concluded that higher quality of life represents higher job satisfaction among working parents. Also, the findings of Hood, R.W., Hill, P.C. & Spilka, B. (2009), which asserted that religion and spiritual practices are known to provide means for coping with stress and health problems, and as well influence responses to illness further corroborated the findings.

Hypothesis two stated that Age and Gender will have significant main and interactive influence on quality of life among working parents in Ibadan. The significant main effect of age on quality of life (QoL) among working parents in Ibadan observed in this study can be better understood by examining how key psychosocial factors—religiosity, job satisfaction, and social support—interact with age to influence overall well-being.

Previous research indicates that religiosity often strengthens with age and provides emotional and social resources that enhance coping and resiliency (Koenig, 2012). Among older working parents in Ibadan, stronger religious commitment may buffer stress related to work and family demands by fostering hope, meaning, and community belonging, which in turn improves their QoL. Younger parents, while potentially religious, may have less stable faith practices or less time for religious involvement due to career and childcare pressures, which could partially explain age differences in QoL related to religiosity. Meanwhile, Job satisfaction which is known to vary across the life span, often increasing with experience, job stability, or seniority (Duxubury & Higgins, 2014). Older working parents in Ibadan may report higher job satisfaction, helping them manage work-family conflicts more effectively and maintain better QoL. Conversely, younger parents may face more job uncertainty or career pressures, lowering satisfaction and negatively impacting their QoL. This differential job satisfaction by age group strengthens the finding that age significantly influences quality of life in this population.

Social support is crucial for alleviating stress and enhancing well-being. Pinquart and Sörensen's (2000) meta-analysis showed that social networks tend to mature and deepen over time, providing more reliable emotional and instrumental support among older adults. In Ibadan, older working parents may have more established family and community networks, which facilitate practical help and emotional encouragement. Younger parents may still be building such networks, resulting in lower levels of social support and hence poorer QoL compared to older parents. The life stage differences associated with age influence how these psychosocial factors combine to affect quality of life. Nomaguchi and Milkie (2020) highlight that younger working parents typically encounter higher role strain and limited psychosocial resources, making them vulnerable to lower QoL even if they are religious, employed, or socially connected. Meanwhile, older working parents' enhanced religiosity, job satisfaction, and social support contribute synergistically to better quality of life, consistent with the significant effect of age found in this study.

However, Ajayi, Ige, & Oyekanmi, (2018) provide relevant local evidence showing that in Nigeria, including Ibadan, age shapes how psychosocial factors relate to quality of life in employed adults. The interaction between age and psychosocial factors observed in your study reinforces the importance of targeted age-sensitive interventions focusing on strengthening religiosity, job satisfaction, and social support to improve quality of life among working parents.

Hypothesis three which stated that there will be main significant and joint influence of Level of Education and Job Designation on Working Parents Quality of Life in Ibadan. The results indicating no significant main influence of education and job designation, as well as no significant interaction effect between these variables on the quality of life among working parents in Ibadan, suggest that these demographic and occupational factors may play a less pivotal role in shaping QoL compared to psychosocial factors such as religiosity, job satisfaction, and social support. While education and job designation have traditionally been considered important predictors of well-being through their links to income, status, and access to resources, the findings here imply that in this sample, they do not independently determine QoL outcomes (Ross & Van Willigen, 1997). This might be because the psychosocial resources and subjective experiences underpinning quality of life transcend formal education levels or hierarchical job titles in the Ibadan context. The lack of significance for education could indicate that regardless of formal educational attainment, working parents may experience similar challenges and benefits from psychosocial factors. It may also reflect a cultural or environmental context where practical supports like social networks and religiosity hold greater sway in daily life and well-being than education per se (Ajayi et al., 2018). For example, religiosity and community belonging can provide meaningful support and coping mechanisms that directly enhance QoL, independent of education.

Likewise, the non-significant effect of job designation suggests that hierarchical position or occupational status does not strongly influence perceived quality of life among these working parents. The psychological satisfaction derived from the job, rather than the designation itself, might be more critical, consistent with literature emphasizing the role of job satisfaction over objective status in promoting well-being (Judge & Watanabe, 1993). This supports the importance of addressing psychosocial factors such as perceived job satisfaction rather than simply focusing on job titles.

The lack of a significant interaction effect further underscores that the combined effects of education and job designation do not create distinct groups with markedly different quality of life. Instead, psychosocial resources appear to exert more proximal effects on quality of life, potentially mediating or buffering the influences of demographic and occupational variables.

Taken together with the previous finding that age significantly influences quality of life through its interaction with psychosocial variables, the non-significant findings for education and job designation highlight the greater relative importance of subjective and social dimensions. In Ibadan, working parents' quality of life seems shaped not primarily by their education or rank at work but by how psychosocial factors—religiosity, job satisfaction, social support—interact with their life stage and personal experiences.

This implies interventions should prioritize enhancing these psychosocial resources across educational and occupational categories rather than targeting groups based on formal education levels or job designation. For example, all working parents, regardless of education or designation, could benefit from programs encouraging stronger social support and religious engagement, and tailored job satisfaction initiatives.

Conclusion

Based on the findings of this study, it could be concluded that job satisfaction, social support and religiosity have significant positive influence on the quality of life of working parents in Ibadan. This informed that working parents who reported increase in job satisfaction, social support and religiosity will often report increase quality of life. The result also informed that job designation and education does not contribute to working parents' quality of life. The study concluded that job satisfaction, social support and religiosity contributed positively to working parents' quality of life in Ibadan irrespective of educational qualification and job designation.

Recommendations and Limitation

Age-sensitive psychosocial support programs should be developed focusing interventions aimed at improving the quality of life of working parents in Ibadan should and this could be tailored to the unique needs of different age groups. For older parents, enhancing religious engagement and social networks can strengthen resilience, while younger parents would benefit from programs designed to improve job satisfaction and expand social support systems.

Prioritizing psychosocial resources over demographic segmentation should be looked into, since education and job designation did not significantly influence quality of life, policies and programs should target psychosocial factors—such as religiosity, job satisfaction, and social support—across all working parents, regardless of educational background or job rank. And employers should implement workplace strategies that promote job satisfaction for all employees. Initiatives could include creating supportive work environments, offering professional development, and promoting work-life balance to foster improved well-being among working parents.

Moreover, religious and community organizations should be engaged to provide social support programs and coping resources, especially those tailored by age, to meet the psychosocial needs of working parents effectively. While policymakers and organizational leaders are encouraged to adopt holistic approaches that integrate psychosocial support, job satisfaction enhancement, and age-appropriate resources to sustainably improve the quality of life for working parents.

Limitations

This study employed a cross-sectional design, which limits the ability to infer causality between psychosocial factors, demographic variables, and quality of life. Longitudinal studies are needed to better understand how these relationships evolve over time.

The study focused on working parents in Ibadan, which may limit the generalizability of findings to other regions or populations with different cultural, economic, or occupational structures.

Self-reported measures of psychosocial factors and quality of life may be subject to response bias or social desirability, potentially affecting the accuracy of the data.

Other relevant factors such as income level, workplace policies, or family structure were not included but may influence quality of life and interact with age, education, and job designation. While the study tested some interactions, further exploration of complex interactions among psychosocial variables, age, education, and job designation could provide deeper insights.

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