

Current Publications

1. Ajala, E. M. and Oghenekohwo, J. E. (2002). Appraisal of Policy on Conflict Resolution for Harmonious Industrial Relations Practice in Nigeria. *African Journal of Labour Studies*. Vol. 5, No 1&2, Pages 78-87. **ABSTRACT**
2. Ajala, E. M. (2003). Peace Education as a Catalyst for Improved Productivity in Industries. *African Journal of Cross-Cultural Psychology and Sports Facilitation*. Vol. 5, pages 17-22. **ABSTRACT**
3. Ajala, E. M. (2003). Issues and Opinions in the Understanding of the Theoretical Basis of Peace Education. *Nigerian Journal of Applied Psychology*. Vol. 7, No. 2, pages 40-48. **ABSTRACT**
4. Ajala, E. M. (2004). Peace Education As a Panacea for Achieving Goals of Education For All (EFA) in Nigeria. *International Journal of Literacy Education*. Vol. 2, No. 1, pages 143-154. **ABSTRACT**
5. Ajala, E. M. (2004). Empirical Survey of Acquisition of Attitudes and Skills in Peace Education for Conflict Resolution in Selected Industries in Oyo State. *Nigerian Journal of Emotional Psychology and Sport Ethics*. Vol. 6, pages 34 -38. **ABSTRACT**
6. Kester, K. O., Ajala, E. M., Olarubofin, L. O. and Ayin, A. O. (2003). Needs Assessment Survey of Small and Medium Scale Enterprises (SMEs) and Employment in Lagos State, Nigeria. *The Nigerian Journal of Industrial Education and Labour Relations*, vol. 6, No 1&2, pages 19-43.
7. Ajala, E. M. (2007). The Impact of Relationship Management of Peace Education on Labour-Management Relations and Workers Welfare in Selected Industries in Nigeria. *India Journal of Social Science*. Vol. 15, No. 3, pages 27- 277. **ABSTRACT**
8. Mojuyinola, J. K. and Ajala, E. M. (2007). Burnout Syndrome Among Workers in Selected Hospitals and Industries in Oyo State, Nigeria: Its Impact on their Health, Well-being and Job Performance. *Pakistan Journal of Social Science*. Vol. 4, No. 3, pp. 431-436. **ABSTRACT**
9. Ajala, E. M. (2008). Peace Education: A Harbinger for Conducive Workplace Environment in Marcie Boucouvalas and R. A. Aderinoye (Eds.). *Education For Millennium Development*. Vol. 1, Ibadan: Spectrum Books Ltd.

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1. Ajala, E. M. (2008): Peace Education: A Harbinger for Conducive Workplace Environment. In M. Boucouvalas and R. Aderinoye (Eds.). *Education for Millennium Development: Essays in honour of Professor Michael Omolewa*. Faculty of Education, Ibadan: Spectrum Books Ltd.
2. **Ajala, E. M.** and Oghenekohwo, J. E. (2002): Appraisal of Public Policy on Conflict Resolution for Harmonious Industrial Relations Practice in Nigeria. *The African Journal of Labour Studies*. Vol. 5, No 1&2, 78 – 87.
3. Ajala, E. M. (2003): Issues and Opinions in the Understanding of the Theoretical Basis of Peace Education. *Nigerian Journal of Applied Psychology*. Vol. 7. No. 2, 40-48.
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5. Kester, K.O., **Ajala, E.M.**, Olarubofin, L.O. and Ayim, A.O. (2003). Needs Assessment Survey of Small and Medium Scale Enterprises (SMEs) and Employment

Generation in Lagos State, Nigeria. *The Nigerian Journal of Industrial Education and Labour Relations*. Vol. 6. No. 1&2. 19 – 43.

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7. Ajala, E. M. (2004): Peace Education as a Panacea for Achieving Goals of Education For All (EFA) in Nigeria. *International Journal of Literacy Education*. Vol. 2. No. 1, 143 – 154.

8. **Ajala E.M.** and Olorunsaiye D.A. (2006): An Evaluative Study of the Impact of Intervention Strategies of Non-Governmental Organisations (NGOs) on Social Well-being, Economic Empowerment and Health of the Aged in Oyo State, Nigeria. *International Journal of African and African-American Studies*. Vol. 5, No. 2, 1-12.

9. Ajala, E. M. (2007): Challenges of Peace Education Model for Effective Industrial Relations and Workplace Harmony. *Lagos Education Review*. Vol. 10. No. 1, 1-12.

10. Ajala, E. M. (2007): The Impact of Relationship Management of Peace Education on Labour-Management Relations and Workers Welfare in Selected Industries in Nigeria. *Journal of Social Sciences: Interdisciplinary Reflection of Contemporary Society*. Vol.15. No. 3, 271-277.

11. Kester, K. O. and **Ajala, E. M.** (2007): Price Policies and Workers' Welfare in Developing Countries: A Study of Low Income Earners in Selected Organisations in Ibadan Metropolis, Nigeria. *BIAC Journal*. Vol. 4. No.1, 68-82.

12. **Ajala, E. M.** and Mojoyinola, J. K. (2008): Social Work Interventions in The Psycho-Social Management of Stress Among Industrial Workers. *African Journal for the Psychological Studies of Social Issues*. Vol. 11. No. 1, 113-127.

13. **Ajala, E. M.** and Omorogiuwa, T.B.E. (2008): Parental Socio-Economic Status, Family Structure and Living Environment as Predictors of Violence Against Children: Empirical Evidence from Benin-City, Nigeria. *Journal of Sociology and Education in Africa*. Vol. 7. No. 2, 15-30.

14. Ajala E.M. (2009): Anatomy of Corrupt Practices In Nigeria: Implications on Workers and the Economy. *International Journal of Continuing and Non-Formal Education*. Vol.6, No. 1, 174 – 191.

15. Ajala, E.M. (2009): Staff Training As Correlate of Workers' Productivity in Selected Service Industries in Osun State, Nigeria. *African Journal for the Psychological Studies of Social Issues*. Vol. 12, No 2, 231-244.

16. Ajala, E.M. (2009): The Relevance of Psycho-social Theories in Peace Education and Conflict Resolution. *Journal of Literacy and Adult Education*. Vol. 4, No1, 1-13.

17. Ajala, E.M. (2009): Attainment of Individual and Organisational Goals in Industries: Implications for Occupational Social Worker. *Nigerian Journal of Social Work Education*. Vol. 8, 20-29.
18. Ajala, E.M. (2009): Job Satisfaction and Job Commitment among Secondary School Teachers in Osun State, Nigeria. *Journal of Sociology and Education in Africa (Special Edition)*. Vol. 8, No.1, 199-215.
19. **Ajala, E.M.** and Adewole, A. (2010): Youth Empowerment for Productivity: Can Apprenticeship Scheme Turn Them Around? *International Journal of Applied Psychology and Human Performance*. Vol. 6, 1095 – 1112.
20. Ajala, E.M. (2010): Economic Status, Family Size and Educational Status of the Child as Determinants of Child Labour in Ondo State, Nigeria. *African Journal of Educational Research*. Vol. 14, 1&2, 116 – 125.
21. **Ajala, E.M.** and Oguntuase, A.B. (2011): Effectiveness of After-care-services in the Reintegration and Supply of Labour after Incarceration in the Prisons: Lagos and Oyo States Prison Command Experience. *African Research Review*. Vol.5, No.5, 185 – 198.
22. Ajala, E.M. (2012): Job security, Job satisfaction and Organizational Commitment as Correlates of Job Performance among Workers in Lagos State, Nigeria. *International Journal of Educational Leadership*. Vol.4, No.4, 173-183.
23. Ajala, E.M. (2012): The Influence of Workplace Environment on Workers' Welfare, Performance and Productivity. *The African Symposium: An online Journal of the African Educational Research Network*. Vol.12, No.1, 141-149.
24. **Ajala, E.M.** and Osazuwa, Isi (2012): Industrial Safety Practices as Determinants of Employees' Performance and Well-Being at Selected Industries in Port-Harcourt, Rivers State, Nigeria. *Journal of Health, Safety and Environment*. Vol.28, No.2, 231 – 242.
25. Mojinyinola, J.K. and **Ajala, E.M.** (2012): Spirituality in Health Care and the Industrial Workplace. *Fort Hare Papers*. Vol.19, No.1, 80 - 94.
26. Ajala, E.M. (2013): Self-Efficacy, Performance, Training and Well-Being of Industrial Workers in Lagos, Nigeria. *International Journal of Psychological Studies*. Vol. 5, No.2, 66 -73.
27. Ajala, E.M. (2013): Quality of Work Life and Workers Wellbeing: The Industrial Social Workers Approach. *An International Journal of Psychology in Africa: Ife Psychologia*. Vol. 12, No.2, 46 -56.

28. Ajala, E.M. (2013): The Impact of Workplace Spirituality and Employees' Wellbeing at the industrial Sectors: The Nigerian Experience. *The African Symposium: An online Journal of the African Educational Research Network*. Vol.13, No.2, 3-13.

ABSTRACTS

1. Issues and Opinions in the Understanding of the Theoretical Basis of Peace Education. (2003) *Nigerian Journal of Applied Psychology* Vol. 7, No. 2, Pp 40-48

This paper discusses the understanding of issues and opinions relating to peace education in fostering the development of culture of peace wherein an individual, community will strive to maintain peace and resolve conflict in a non-violent way. The paper looks at guiding principles of educational policy on education for peace, five approaches to peace education, scope of peace education and objectives of peace education. The paper conclude by looking at gains that communities, work environments will gain in form of harmonious living and violence free conflict resolution strategies if peace education is fully implemented.

2. An Evaluative Study of the Impact of Intervention Strategies of Non-Governmental Organisations (NGOs) on Social Well-Being, Economic Empowerment and Health of the Aged in Oyo State, Nigeria (2006). *International Journal of African and African-American Studies*. Vol. 5, No.2, Pp 1-12.

The world is aging at an alarming rate and the aged all over the world are facing a lot of health, social and economic problems. It is against this background that the present study examines the impact of NGO's intervention strategies on social well-being, economic empowerment and health well being of the aged in Oyo State. The sample comprised 264 old people randomly drawn from four old people's home run by non-governmental organizations. Four instruments were used: Intervention strategies of NGO's, were measured by self constructed scale – "Intervention Strategies Scales of NGOs' Social Well-being was assessed by the adapted scale of 'Multidimensional Scale of Perceived Social Support" (MSPSS: Zimet et al., 1988); Economic empowerment of the aged was assessed by self constructed scale tagged, "Measurement of Economic Empowerment scale"; Health Well-being was measured by the adapted scale of "Personal Resource Questionnaire" (PRQ) 85 (Carol Roth 2003). Findings showed that NGO's intervention strategies (emotional, information and economic) predicted positively and significantly to the social well-being ($F=191.7$; $P < 0.05$); economic empowerment ($F = 61.774$; $p < 0.05$) and health well- being ($F = 94.601$) of the aged. It was recommended that these strategies be sustained for the aged so as to produce aged that have longevity of life and yet remain productive both at the home front and within the community.

3. The Impact of Relationship Management of Peace Education on Labour-Management Relations and Workers Welfare in Selected Industries in Nigeria (2007). *Journal of Social Science: Inter-disciplinary Reflection of Contemporary Society*. Vol. 15, No.3, Pp 271-277.

The study examines the impact of relationship management in peace education (independent variable) on labour-management relations and workers' welfare (dependent variable) in industries. The study further examined the predictive effects of the independent variables on the dependent measure. The study is descriptive survey using 976 respondents randomly selected from eight industrial house unions. The main instrument used to collect data for the study was a set of questionnaire with 0.80 reliable coefficient. Multiple regression analysis was used as tool of analysis. The results indicated that taking the eleven

variables that constitute relationship management to predict cordial labour-management relations in industries yielded a coefficient of multiple regression (R) of 0.879 and a multiple regression square (R^2) of 0.772. The result further indicated that all the individual independent variables would predict the dependent variable. In the light of these findings, it is suggested that the use of relationship management will promote a work environment where dialogue and values are explored and violence abhorred. It is further recommended that the introduction of relationship management in workers' and management education will create a peaceful workplace culture and at the same time assist in reducing tension, strain, and stress thereby promoting workers' welfare and productivity.

4. **Social Work Interventions in the Psycho-Social Management of Stress Among Industrial Workers (2008).** *African Journal for the Psychological Study of Social Issues. Vol. 11, No.1. Pp113-127.*

The paper described the nature of stress and how it affects workers' health and job performance in industrial organizations. The paper pointed out that, stress can cause physical and mental illness in the workers and these can affect their performance at work negatively. It also discussed how social work interventions are helpful in the psycho-social management of stress among industrial workers. It is suggested in this paper that, the employers of labour should help in meeting the needs of workers adequately and should ensure that good interpersonal relationship exist between them and their employees to help them experience reduced symptoms of stress and anxiety that can cripple them at work.

5. **Parental Socio-Economic Status, Family Structure and Living Environment as Predictors of Violence against Children: Empirical Evidence from Benin City, Nigeria (2008).** *Journal of Sociology and Education in Africa. Vol. 7, No.2, Pp 15-30.*

Violence against children is of concern to the world at large, as a lot of behavioural misnomers have been linked to the experience of children in their growing years. This study adopted a survey research design to investigate how parental socio-economic status, family structure and living environment act as predictors of violence against children; a multistage random sampling procedure was used to select respondents for the study. Pupils from ten primary schools and six junior secondary schools were selected from Benin City. From each school, twenty-five subjects were randomly selected making a total of 400 respondents. The instruments used for data collection were questionnaires tagged "violence against children scale, $r = 0.80$ "; "parental socio-economic status scale = 0.78 "; "family structure scale, $r = 0.72$ "; and "living environment scale, $r = 0.79$ ". Data collected were analyzed using the linear regression procedure and three hypotheses were tested at 0.05 level of significance. The study found that parental socio-economic status, family structure and living environment predicted violence against children. Based on the findings, it was recommended that family support services should be designed to educate parents on how to provide safe and stable family environment for children.

6. **Anatomy of Corrupt Practices in Nigeria: Implications on Workers and the Economy (2009)** *International Journal of Continuing and Non Formal Education Vol.6, No.1, Pp. 174-191.*

Corruption though a universal phenomenon has some peculiarities associated with developing countries. Widespread corruption is a symptom of a poorly functioning state, and a poorly functioning state will invariably, lead to a low economic development and poor workers welfare. Within the context of a developing nation, the paper examines the social, cultural, political and economic factors that encourage corruption and corruptive practices in Nigeria. Since corruption breeds poverty, impoverishment of workers and the economy, the

study investigates the detail by exploring the types of actions, conditions, structures and/or practices that are robustly related to corruption such as a democratic system that is corrupted by special interest and selfish motives, no free press to expose corruption, weak accountability, lack of a vibrant anti-corruption agency, ill-prepared legal institution, no educated electorate to remove unethical leaders, etc. The role of occupational social workers in the education about the effect of corruption, emotional and psychic therapy of both the giver and receiver of bribe was looked at. The study extends the literature on corruption in several directions.

7. **Staff Training as Correlate of Workers' Productivity in Selected Service Industries in Osun State, Nigeria (2009).** *African Journal for the Psychological Study of Social Issues* Vol. 12, No.2, Pp231-244.

Training is a process of developing and improving skills that are related to performance. Many studies have been carried out on the relationship between training and productivity of workers but none has been carried out on the correlation of training on the individual indices of productivity and workers productivity. It is against this background that this paper investigate the correlation of training on indices of workers productivity. The ex post facto research design was used for the study. The random sampling technique was used to select three hundred respondents from three service industries in Osun State. A structured questionnaire tagged "Staff Training and Workers Productivity Questionnaire — STWPQ" with reliability coefficient of $r = .85$ was used to collect data. The finding showed that staff training correlated positively and significantly with workers' productivity ($r = .99$; $p < 0.05$). That increased morale at work ($r = .934$; $P < 0.05$), time management ($r = .974$; $P < 0.05$), reduction in rate of absenteeism ($r = .969$; $P < 0.05$) were highly and positively correlated with training hence increase in workers' productivity. The study recommended that a training department, that is autonomous of the personnel department, should be created in every organization so as to train and prepare workers for future position and promote productivity through reduction in the rate of accidents, absenteeism and improved service delivery.

8. **The Relevance Of Psycho-Social Theories In Peace Education and Conflict Resolution (2009).** *Journal of Literacy and Adult Education*. Vol. 4, No.1, Pp1-13.

Though conflict can cause distress, it is not an inevitable destructive and imposing barrier. Managing conflict is an essential life skill that is too often neglected. There is need to look at theories which can enhance conflict resolution through the adaptation of peace education. This paper sees peace education from three viewpoints: the environment in which the conflict occurs, the parties involved in the conflict and the process of arriving at the solution/ management of such conflict. It is against this background that this paper discusses the relevance of psycho-social theories to conflict resolution and peace education, The paper reviewed some theories such as psychodynamics, field theory, gaming theory and human relations theory as applicable to peace education and conflict resolution. The paper concludes that the content of peace education will lead to development of skills, attitude and knowledge which will guarantee peace and harmony within and between people and organizations and in all contextual application of the principle.

9. **Attainment of Individual and Organisational Goals in Industries: Implications for Occupational Social Worker (2009).** *Nigerian Journal of Social Work Education*. Vol. 8, Pp20-29.

The proliferation of human service programmes and the emergence of the social work profession in the workplace soften the distraction between the world of work (aiming at

production goals) and world of employees (individual employees and their families). The role of social work became clearer in industries and became centered on job-related problems, individual problems that require therapy, casework services and family issues. Social workers now counsel employees on a wide range of personal, family and social problems, present policy positions on community relations to corporate executives, mediate in disputes; develop and conduct stress management programmes and assist on issues of layoffs and retirement. The paper concludes that occupational social workers will continue, both now and in future, to balance the world of work with the world of the family for effective and efficient survival of both the employees and the employers.

10. **Job Satisfaction and Job Commitment among Secondary School Teachers in Osun State, Nigeria (2009).** *Journal of Sociology and Education in Africa- special (Edition 2009)*. Vol. 8, No.1, Pp 199-215.

The paper investigated the correlation between variables of job satisfaction and the three types of job commitment among secondary school teachers. An ex post facto survey research design was adopted. A multi-stage sampling technique was used to select 540 secondary school teachers from the three political senatorial districts of Osun State. Job Descriptive Index Scale ($r = -.82$) and Organizational Commitment Scale ($r = .79$) were used to collect responses from teachers. The data collected were analysed using Pearson's correlation coefficient and multiple regression analysis. Findings showed that job satisfaction correlated positively with affective, continuance and normative commitments. Pay, work itself, supervision and co-workers have significant positive relationships with job commitment while promotion has negative relationship with job commitment. It was recommended that supervisors in the teaching profession should pay attention to person-job material needs and aspiration of teachers to sustain their commitment. Government should provide beautiful architectural work environment to facilitate commitment.

11. **Youth Empowerment For Productivity: Can Apprenticeship Schemes Turn Them Around?** *International Journal of Applied Psychology and Human Performance*. Vol.6, 1095-1112.

The study looked at the National Directorate of Employment (NDE) schemes as a source of provider of employment through youth empowerment schemes. The descriptive research design of the ex - post-facto type was adopted for the study. The population for the study comprised all the youths who have benefited from the vocational skill acquisition and small scale enterprise schemes of the NDE. Random sampling technique was used to select 450 youths. The instrument used was a questionnaire with four sub-sections. The finding showed that there is significant impact of NDE vocational skill acquisition training scheme on youth empowerment; there is significant impact of NDE small scale enterprises scheme on youth empowerment. It is recommended that industrial social worker should sensitise the government as to how best they can use NDE programmes as agents of change in the life, socialisation and economic empowerment of youths within their communities and the nation at large.

12. **Economic Status, Family Size and Educational Status of the Child as Determinant of Child Labour in Ondo State, Nigeria.** *African Journal of Educational Research*. Vol. 14, 1&2, 116 - 125.

The study investigated the correlation between economic status, family size and the educational status of the child and child labour in Ondo state, Nigeria. Three hundred and ninety-two working children, whose ages range between 9-14 years and working across various industries were randomly selected from three local government areas that reflect

urban, semi-urban and rural settings. A guided questionnaire with five sections was the main instrument used in collecting data. Findings showed that all the three independent variables contributed to child labour. It is recommended that the advocacy role of industrial social worker in the establishment of good welfare policies, correct pricing of labour, free and compulsory education will reduce child labour yet adequate labour working force will be guaranteed in the workplace.

13. Effectiveness of After-care-services in the Reintegration and Supply of Labour after Incarceration in the Prisons: Lagos and Oyo States Prison Command Experience. *African Research Review*. Vol.5, No.5, 185 – 198.

Offenders released from correctional institutions are confronted by social, economic and personal challenges that tend to become obstacles to a crime-free lifestyle. Some of these challenges are as a result of the consequences of incarceration and the difficulty of transiting back into the community. It is along this background that this study investigated the effectiveness of After-Care service in the rehabilitation and supply of labour into the economy by ex-offenders in Oyo and Lagos state commands of the Nigerian prison service. The research adopted the descriptive survey research design. A purposive random sampling method was used to select 450 respondents. The main instrument used for the study was a questionnaire with five sub- sections. Data were analyzed using Analysis of Variance (ANOVA). Findings showed that space acquisition and supervision programmes had effect on reintegration and supply of labour into the workplace while provision of tools programme does not have significantly effect on reintegration and supply of labour by ex-offender. It was recommended that the combination of the treatments will solve the problem of recidivism when applied jointly on individual ex-offenders.

14. Job Security, Job Satisfaction, and Organizational Commitment as Correlates of

Job Performance among Workers in Lagos State, Nigeria. *International Journal of Educational Leadership*. Vol.4, No.4, 173-183.

The study looked at the predictability of job Security; job Satisfaction on organizational commitment and worker's performance within industries in Lagos State, Nigeria. A total of 294 employees sampled from three main sectors of the economy namely, para-military (immigrations), civil service and the organised private sector (Nigeria Bottling Company) were used for the study. Four different structured questionnaires were used to elicit their responses which were analyzed using pearson product moment correlation and multiple regression. The findings showed that job satisfaction and job commitment correlated with job performance. However, job security did not show significant correlation with performance, also there is no correlation between job security and organizational commitment. It was therefore, recommended that workers satisfaction with their job and job security should be vigorously pursued by management so as to elicit and sustain organizational commitment and improved performance of workers.

15. The Influence of Workplace Environment on Workers' Welfare, Performance and Productivity. *The African Symposium: An online Journal of the African Educational Research Network*. Vol.12, No.1, 141-149.

The study analyzed the influence of workplace environment on workers welfare and productivity in government parastatals of Ondo State, Nigeria. Two research questions are raised to assist the research. The study adopted the descriptive survey research design of the expost facto type. The random sampling technique was used to select 350 respondents.

A structured questionnaire with three sub-sections was used to collect data that were analyzed with mean values and simple percentages. The results showed that workplace features and good communication network at workplace have effect on worker's welfare, health, morale, efficiency, and productivity. It was recommended that industrial social workers should advocate with management to create a conducive workplace environment and good communication network that will attract, keep, and motivate its workforce for healthy living and improved productivity and guarantee virile employees, enthusiastic employers and sustenance of the organization

16. **Industrial Safety Practices as Determinants of Employees' Performance and Well-being at Selected Industries in Port-Harcourt, Rivers State, Nigeria.** *Journal of Health, Safety and Environment*. Vol.28, No.2, 231 – 242.

It makes good business sense to promote industrial safety issues and programmes at the workplace in order to enhance workers performance and well-being. It is against this background that this study looked at the involvement of industrial safety practices on employees' performance and well-being. The descriptive survey research design was adopted for the study. Three hundred and twenty respondents were randomly selected from five industries that have record of safety practices. Findings showed that staff training, recruitment of skilled personnel, evaluation of safety performance and rewards/safety incentives correlated significantly with performance and well-being, but selection of personnel and evaluation of safety performance did not correlate with well-being significantly. It was recommended that social worker should work with both employers and employees to see to the explanation of causative mechanism for injuries rather than proximal causes.

17. **Self-Efficacy, Performance, Training and Well-Being of Industrial Workers in Lagos, Nigeria.** *International Journal of Psychological Studies*. Vol. 5, No.2, 66 -73.

Self-Efficacy form a central role in the regulatory process through which an individual's motivation and performance are governed. It also affects employees' training and well-being. Therefore, this study investigated whether Self- Efficacy (SE) has anything to do with industrial employees' training, performance and well-being in Nigeria industrial settings. The descriptive survey research design of the expost facto type was adopted. The population for the study consisted of employees of SKG Lagos, Glaxo, Ikeja and Smithkline Beecham, Ogba. The simple random sampling technique was used to select 274 respondents for the study. Four research instruments; Self-Efficacy Scale (SES) = 0.85; Training Acquisition Scale (TAS) = 0.80; Work Performance Scale (WPS) = 0.82 and Well-being Scale (WBS) = 0.87 were used to collect data. Data were analyzed with t-test statistic. The finding revealed that workers with high self-efficacy are higher performers of assigned duties than those with low self – efficacy, workers with high level of self-efficacy are more amenable to training than those with low level of self – efficacy and workers with high self-efficacy are better in their well-being than those with low self – efficacy. It was recommended that industrial social worker should work on the psychic of the workers so that their self-efficacy can be developed or strengthen positively. Furthermore, industrial social workers should use social persuasion on employees so as to cultivate high self-efficacy through the simultaneous and systematic application of enactive self-mastery and role-modelling.

18. **Quality of Work Life and Workers Wellbeing: The Industrial Social Workers Approach.** *An International Journal of Psychology in Africa:Ife Psychologia*. Vol. 12, No.2, 46 -56.

The aim of this study is to look at quality of work life (QWL) and workers well-being through an industrial social workers approach. 264 employees randomly selected from confectionary organizations participated in this study. Five variables to measure QWL: (job satisfaction (JS), capacity development (CD), work and non-work life balance (WLB), emotional supervisory support (ESS), organizational support (OS), were used to measure health and wellbeing of employees in the workplace. The test indicated the joint effect of the independent variables contributed significantly to the wellbeing of employees. Each of the five independent variables are significantly related to workers wellbeing in the following descending order: job satisfaction, capacity development, work and non-work life balance, organizational support, and emotional supervisory support. It was recommended that a proper understanding of the construct of QWL and the dynamic nature will enable human resource practitioners and industrial social workers take proactive steps in integrating relevant strategies, policies, training programs, procedures and coping strategies to improve the quality of work life of employees so as to guarantee their wellbeing.

19. The Impact of Workplace Spirituality and Employees' Wellbeing at the Industrial

Sector: Then Nigerian Experience. *The African Symposium: An online Journal of the African Educational Research Network. Vol.13, No.2, 3-13.*

In this 21st century when the world economy has been globalised, organizations are faced with more complexities, competition and structural changes which elicit the introduction of spirituality within the workplace so as to enable human hearts, spirits and souls to grow and flush so that employees and employers will become healthy, creative, innovative, compassionate and productive in all endeavours to the sustainance of the workplace. The study examined the impact of workplace spirituality on employees' wellbeing at the industrial sectors. The descriptive survey research design of the ex-post-facto type was used for the study. A total of two hundred and seventy – five (275) participants were involved in the study. This finding showed that each of the three dimensions of spirituality at workplace (meaningful work, purposeful work, and sense of community/interconnectedness) has positive significant impact on the wellbeing of employees'. The study recommended that Management, Human resource personnel, Industrial Social Workers should be at alert to take into account employees spiritual lives and the value and richness of their collective potential for the wellbeing of employees and the sustainance of the workplace.