African Journal of
Medicine, Surgery and Public Health Research

ISSN : 3434-3567

Index: Harvard, Boston, Sydney University, Dimensions, Lens, ResearchGet Scilit, Semantic, Google Scholar, Base etc

https://doi.org/10.58578/AJMSPHR.v1i1.3977

Influence of Emotional Intelligence on the Mental Health of the Federal Road Safety Corps Personnel in Benue State Sector Command

Danladi Zakariah[1], Elvis O. Ihaji[2], Tensaba Andes Akafa[3], Vika Tensaba Akafa[4], Kingsley Iyoko Iseko[5], Gloria Omonefe Oladele[6]

[1]Federal Road Safety Corps, RS3.31 Wukari Unit Command, Nigeria; [2]Benue State University Makurdi, Nigeria; [3,4]Federal University Wukari, Taraba State, Nigeria

[5,6]Federal Medical Centre, Bida, Nigeria

zakariahdanladi@gmail.com

Article Info:

Submitted:	Revised:	Accepted:	Published:
Sep 19, 2024	Oct 3, 2024	Oct 16, 2024	Oct 21, 2024

Abstract

This study examined Emotional Intelligence on the Mental Health of the Federal Road Safety Corps Personnel in Benue State Sector Command. The study employed a cross-sectional survey design in which 232 Federal Road Safety Corps Personnel whose ages ranged from 20 – 58 years (Mean age=36.30, SD=8.34), comprising 169(72.8%) males and 63(27.2%) females who served as participants for the study. Emotional intelligence Scale and Mental Health Inventory scale were used in data collection. The result of the finding shows that, there was a significant positive influence of emotional intelligence on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command [R=.436, R2=.190, F (5,227) =3.627, p<.01]. The result also indicated that, emotional intelligence and its dimensions explained 19.0% of the variance observed in mental health among the participants. This means that, Federal Road Safety Personnel with high levels of emotional intelligence are likely to have good mental health, and the extent to which emotional intelligence explains mental health of Federal Road Safety Corps Personnel in Benue State Sector Command is 19.0%, and based on this finding, the second

AJMSPHR Journal is licensed under a Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License

hypothesis was confirmed. Independently, findings revealed that, social skills made the highest significant contribution (β=.299, t=2.988, p<.05), followed by motivation (β=.223, t=2.588, p<.05), and then self-reputation (β=.211, t=2.081, p<.05), followed by social awareness (β=.198, t=1.758, p<.05), and self-awareness (β=.180, t=1.313, p<.05) successively. Based on this finding, it was recommended that the management of Federal Road Safety Corps in Benue State Sector should explore ways of improving the personnel's emotional intelligence deficit which may enhance succees and improve their mental health.

Keywords: Emotional Intelligence, Mental Health, Federal Road Safety Corps, Personnel, Benue State Sector Command

INTRODUCTION

The challenge of mental health is a global issue and it affects organizations, including Federal Road Safety Corps Personnel. Every organization needs personnel who are in good mental health to flourish and achieve the organizational goals (Ferreira, 2012). In Africa, the numbers of Road Traffic injuries and deaths have been increasing over the last three decades (World Health Organization global status report on Road Safety, 2015). According to the report, African region had the highest rate of fatalities from road traffic injuries world wide at 26.6 per 100,000 populations for the years 2013. This constitute one-fifth of all road traffic crashes that occurred within the year worldwide. Despite the fact that Africa has only two percent (2%) of the world vehicles, the negative roles of some drivers, pedestrians and passengers using public transportations has increased the risk of severe injuries and deaths following the incidence of road traffic crash that occur on daily basis. According to the annual report of Federal Road Safety Corps, the trend of road traffic crashes (RTC) in Nigeria include causes, injuries, deaths and casualties increased from 61%, 74.% and 96% respectively (Work Health Organization global status report on Road Safety 2015, 2018 and World Health Organization global plan for the Decade of Action for Road Safety). The analysis revealed that the three (3) main causes of road traffic crash (RTC) include speed limit violation, loss of control and dangerous driving. Although current trend do not suggest that Federal Road Safety in Nigeria will accomplish its goals of decreasing fatalities by 50% in the year 2023 even though there has been a reduction in the numbers of crashes resulting from dangerous driving.

Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community (World Health Organization, 2022). Mental health includes subjective well-being, perceived self-efficacy autonomy competence, intergenerational dependence and self-actualization of one's intellectual and emotional potential among others (WHO, 2014). The mental health of an individual is encompassed in the realization of their abilities, coping with normal stress life, productively and fruitfully working and contributing to their community. This concept includes subjective well-being, perceived self-efficacy autonomy competence, intergenerational dependence and self-actualization of one's intellectual and emotional potential among others. It is a dynamic state of internal equilibrium which enables individuals to use their abilities in harmony with the universal values of society. It can also be seen as an integral component of health and well-being that underpins our individual and collective abilities to make decisions, build relationships and shape the world we live in. According to the World Mental Health Day 2023, 'Mental health is defined as a universal human right" to improve knowledge, raise awareness and drive actions that promote and protect everyone's mental health as a universal human right.Mental health is a basic human right for all people.This means everyone, whoever and wherever they are, has a right to the highest attainable standard of mental health. This includes the right to be protected from mental health risks, the right to available, accessible, acceptable, and good quality care, and the right to liberty, independence and inclusion in the community (Mental health word search, 2014). According to World Health Organization, 2004 mental health is a state of well-being in which the individual realizes his or her abilities, can cope with normal stressors of life, can work productively and fulfilling and can make a contribution to her community. Mental health is also defined as the basic cognitive and social skills, ability to recognize, express and moderate one's own emotions as well as empathize with others; flexibility and ability to cope with adverse life events and function in social roles and harmonious relationships between body and mind which represent an important component of mental health.

Emotional intelligence is one of the factors that exist among human service occupations such as Federal Road Safety Corps, Nigeria police Force, Nurses and teachers. The concept was first coined in the twentieth (20th) century by (Salovey & Mayer (1990) after their empirical research in addition to the great work of a psychologist and Science Journalist popularised the the usage of the concept (Goleman, 1995). The word emotional

intelligence is defined as the ability to identify, use, understand and manage emotions and emotional information. This definition suggested that there are individual differences in our ability to utilise emotions and emotional information and as such the concept became a popular construct among researchers and practitioners. It is also defined as the capacity of the individual to exactly understand reason about control emotions and how to apply that information to simplify the thought process and accomplish he or her objective (William, Killgore, Ryan, Elizabet, Olson, Mareen, Weber, Scot Rauch, Lisa &Nickerson (2017) The concept of emotional intelligence is further defined as the mechanism that safeguard the individual against the outcome of unpleasant event through emotional self-awareness, expression and management (Andrew, Armstrong, Roslyn, Galligan, Christine & Critchley, R. (2011) ; Nagaraja, Seema -Patel, Manjunath & Dammalli (2014) ; Andrew, Shatté, Adam Perlman, Brad Smith, Wendy & Lynch (2017), Emotional Intelligence is defined as a mechanism to safeguard the individual against the outcomes of unpleasant events through emotional self-awareness, expression and management.To some people, emotional intelligence is the ability to observe one's own and other people's emotions, to differentiate between several emotions and identify them appropriately, and utilize this information gained by analysing the emotions to drive the process of thinking and behaviour Kalpana, (2013) In practical terms emotional intelligence implies being aware that emotions can drive our behaviour and impact on people positively and negatively and learning how to manage those emotions as they may either enhance or affect our mental health if not properly manage. This implies that Federal Road Safety Corps personnel with low emotional ability at the workplace may likely experience poor mental health due to their ability to understand themselves and the feeling of others they are dealing. The researcher's intention of thee concept of emotional intelligence stemmed primarily from the suggestion that it underpins various aspects of performance and success that are not accounted for by other psychological constructs such as intelligence and personality. They believed that emotional intelligence is very important in the workplace because traditionally, the workplace has been considered to be a cold and rational environment, a place where there is no room for the experience or expression of emotions and for this reason the researchers believe that 'emotion is the antithesis of rationality.

There is an empirical study supporting the influence of emotional intelligence and the mental health of the Federal Road Safety personnel. For instance, the study of Rinju and Baby (2012) revealed that individual emotional intelligence individuals have the capacity to

deal with a stressful event positively. This implies that the person with high emotional intelligence has the ability to better regulate their emotions therefore; their withdrawal intentions may also be below. Therefore, emotional intelligence individual enables employees to exhibit the skills necessary to be aware of and regulate their emotions of themselves. Thus, their ability allows an employee to adapt to the environmental demands and self-perceived demands which may affect their mental health.

Statement of the Problem

Work is important to human growth and well-being. In addition to the income it brings, it can be a big part of Federal Road Safety Corps personnel identity, how they understand their skills, and a way to contribute their quota in ensuring the safety of life and properties on Nigerian roads. However, a mental illness can have a big impact on the way they work. Mental illnesses are health problems that affect the way the personal think about themselves, relate to others, and interact with the world around them.They affect their thoughts, feelings, abilities and behaviours. Mental illnesses are more likely to come up during times of uncertainty, which can can affective their emotions and how to manage the emotions of others. That means people have periods when they are well and productive, as well as periods when they are unwell and overall functioning is low. Personnel who experience a mental illness may doubt their abilities or appear less confident. They may have a hard time concentrating, learning, and making decisions. Symptoms of a mental illness may feed much bigger thoughts. For instance, personnel who cannot concentrate may then also think that they cannot do their job well or worry about losing their job. It is easy to see how these changes affect work performance. Mental illnesses can also have a big effect on relationships. Personnel who experience a mental illness may withdraw from others, act in unexpected ways, take a lot of time off, or appear less productive than usual. This can strain relationships with supervisors and co-workers.

Purpose of the Study

This study examined the influence of emotional intelligence on the mental health of the Federal Road Safety Corps personnel in Benue State Sector Command. Specifically, the study sets to:

- ascertain the influence of emotional intelligence on the mental health of the Federal Road Safety Corps Personnel in Benue State Sector Command

Hypothesis

- There will be significant influence of emotional intelligence on the mental health of the Federal Road Safety Corps Personnel in Benue State Sector Command.

METHODS

Design

This study employed the used of cross-sectional survey design. A cross-sectional survey design examines data along various dimensions at a point in time and is best used to describe status of phenomena and/or the relationship among phenomena or variables (Shindi, 2017). Data were collected at a point in time from participants to describe the current level of mental health in relation to occupational stress, emotional intelligence and demographic factors. This design is appropriate because the study did not manipulate any variables but only observed the relationship between the independent and dependent variables as well the main effect and interaction of sex and cadre on mental health of Federal Road Safety personnel.

Setting

The setting of this study was Benue State Sector Command of Federal Road Safety Corps located in Makurdi along Makurdi- Alaide busy Road in the North Central Nigeria.

Participants

The participants of this study included a sample of 226 personnel drawn from the population of 550 personnel from Benue State Sector Command namely Makurdi, Gboko, Otukpo, Katsina-Ala, Alaide, Otukpa, Zakibiam,Vandeikya, Adoka, Wanune and Daudu been an outpost of Makurdi Command. The demographic characteristics of the respondents showed that ages ranged from 20-58 years, (Mean age =36.30, SD=8.34) comprising 169 (72.8%) were males, 63 (27.2 %) were females,137 (59.1%) were married, 84 (36.2%) were single, 6(2.6%) were separated, 1(1.7%) was dirvorce, 4 (1.7%) were widows, 135 (58.2%) were tertiary, 89 (38.4%) were secondary, 1(4%) was primary, 7 (3.0%) were others, 9 (3.9%) were management,49(21.1%) were officers, and 174 (75.0%) were Marshals.

Instruments

Participants completed a set of questionnaires which has three sections; section A assess the participant's bio data; Section B assess the participant perceived emotional intelligence and section C assess the participants perceived mentalt health**.**

Emotional Intelligence Scale (EIS); developed by (Singh, 2004).The scale is 59 items inventory that measured emotional intelligence along five dimensions, self-awareness, self-reputation, social awareness, social skills and motivation using four point likert format response pattern that ranges from 1= strongly disagreement, , 2 = disagreement, 4= agreement 5= strong agreement. The scale reported that Cronbach Alpha has been taken as a measure of reliability. It was decided that a Scale with an Alpha reliability of 0.70 or more would be considered adequate reliability (Nunnally, 1978). This is conventionally accepted as a thumb rule for reliability. It was also decided that item must have a minimum of 0.30 items to total correlation. This was done to increase homogeneity in the scale that each item is measuring the same thing. To ascertain face validity and content validity it was decided that at least three psychologists agreed that item on face value belonged to the dimension that it aimed to measure concurrent validity. . It was also addressed by having scores of respondents on certain criterion variables. This scale has sufficient level of reliability and validity. The author has reported the value of internal reliability (a=0.88), and content and face validity is examined by asking questions from 10 specialists. The five dimensions of emotional intelligence contained the same number of items that is twelve (12) for all dimension. The subscales of the overall scale measured as follows:

Self-Awareness =1, 3,6,24,32,33,49 50,

Self-Reputation=2, 4,11,21,29,31,34,51,

Motivation=5, 8, 12, 13,14,28,35,36,37,38

SocialAwarenes,22,23,25,26,30,32,39,40,45,58,

Social Skills=7,10,15,16,41,42,43,,46,47,48,53,54,55,56,57.

The scores of all dimensions ranged from 12 to 60 for each area and 60 to 300 of the whole scores indicating the higher the score is an indication of higher emotional intelligence and lower the score indicates lower emotional intelligence

Mental Health Scale (MHI); developed by (Jagdish and Srivastava, 1996). The scale is 55 items inventory that measured mental health along six dimensions positive self-evaluation,

perception of reality, integration of personality, autonomy, group orientation attributes and environmental mastery. Four-point likert response ranging from 5=Always, 4=most of times, 2,=Sometimes, and 1=Never. The reliability and validity coefficient were found significant as the value of the split-half reliability coefficient was r = 0.73 and validity coefficient that is construct validity was r = 0.54 which confirmed the standardization of the scale. The subscale of the overall scale measured as follows:

Positive self-evaluation	1,7,13,19,27,36,45,55,
Perception of reality	2,8,14,21,24,26,33,40,49,
Integration of personality	3,9,15,22,48,52,
Autonomy	4,10,16,23,25,35,39,47
Group orientation attribute	5,11,17,20,29,31,34,42,54,
Environmental mastery	6,12,18,28,32,38,41,44

Procedure

Selected participants were informed on the purpose of the study in order to gain informed consent and enable an atmosphere for administration of the questionnaire. Each participant was also informed for his or her voluntary participation in the study. At the end of the study all the participants were thanks for their participation and debriefed. Statistical procedure was used to retrieve the response of the particpants. Data collected were analysed and interpreted.

Statistical Techniques

Data collected in the study were analysed using statistical package for social sciences (SPSS) version 23. Demographics were recored and analysed. The hypothesis of the study was tested using Multiple linear Regression**.**

RESULTS

Correlational Matrix among the Study Variables

Table 1: Summary of Correlational Matrix showing the relationship between emotional intelligence and the mental health of the Federal Road Safety Corps Personnel in Benue State Sector Command

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

KEY
PSE- Positive Self-evalaution

	$\bar{X}$	SD	PSE	PoR	IoP	Aut.	GOB	EnM.			SWC	SA	SR	Mot.	SocA	SocSk
PSE	15.12	6.44	1													
PoR	39.38	9.24	.231**	1												
IoP	1.86	.347	.212**	.201**	1											
Aut.	1.71	.852	.287**	.302**	.172**	1										
GOB	2.62	1.57	.135*	.357**	-.209**	.016	1									
EnM.	15.43	3.24	.272**	.138*	.201**	.293**	-.344**	1								
SA	203.28	3.02	.167*	.201**	.280**	.291**	.070	.174*			-.999**	1				
SR	199.47	2.10	.262**	.131*	.194**	.184*	-.138	.215**	*		-.984**	.912**	1			
Mot.	209.10	2.15	.201**	.232**	.248**	.280**	-.299**	.261**			-.605**	.932**	.858**	1		
SocA	212.92	3.47	.231**	.011	.240**	.191**	.134*	.277**	*	**	-.752**	.989**	.444**	.696**	1	
SocSk	208.36	4.38	.231**	.242**	.254**	.169**	-.144*	.228**		*	-.958**	.963**	.960**	.802**	.528**	1

POR- Perception of Reality

IOP – Integrety of Personality

AUT- Autonomy

GOB Group Orintation Behaviour

ENV- Environmental Mastery

MA –Motivation

SA- Self-Awarness

SR- Self-Reputation

SOCA- Social Awarness

SOCSK- Social Skill

The results of the correlations among the study variables in Table 1 showed that, positive self-evaluation has a significant positive relationship with perception of reality (r = .231, p<.01), integration of personality (r = .212, p<.01), autonomy (r = .287, p<.01), environmental mastery (r = .272, p<.01), motivation (r = .202, p<.01), group oriented

behaviour (r = .135, p<.05), self-awareness (r = .167, p<.05), self-reputation (r = .262, p<.01), social awareness (r = .231, p<.01), and social skills (r = .231, p<.01). This suggests that, the higher the level of positive self-evaluation among Federal Road Safety Personnel, the higher their scores on these variables. Findings from Table 1.1 also show that, there was a significant positive relationship between perception of reality and integration of personality (r = .201, p<.01), autonomy (r = .302, p<.01), group oriented behaviour (r = .357, p<.01), environmental mastery (r = .138, p<.05), self-awareness (r = .201, p<.01), self-reputation (r = .131, p<.05), motivation (r = .232, p<.01), and social skills (r = .242, p<.01) respectively.

Further results from the Table indicate that, integration of personality positively related with autonomy (r = .172, p<.01), environmental mastery (r=.210, p<.01), self-awareness (r = .280, p<.01), self-reputation (r = .194, p<.01), motivation (r = .248, p<.01), social awareness (r = .240, p<.01), and social skills (r = .254, p<.01). On the other hand, there was significant negative relationship between integration of personality and group oriented behaviour (r = -.209, p<.01)

Continuing, findings show that, there was a significant positive relationship between autonomy and environmental mastery (r = .293, p<.01), self-awareness (r = .291, p<.01), self-reputation (r = .184, p<.05), motivation (r= .280, p<.01), social awareness (r = .191, p<.01), and social skills (r = .169, p<.01). The results also indicted that there was a significant positive relationship between group oriented behaviour and social awareness (r = .134, p<.01). This means that, those with high levels of group oriented behaviour are also likely to have high scores on social awareness. On the other hand, there was a significant negative relationship between group oriented behaviour and environmental mastery (r = -.344, p<.01), motivation (r = -.299, p<.01), and social skills (r = -.144, p<.05). This suggests that, Road Safety Personnel with high levels of group oriented behaviour are likely to have low levels of environmental mastery, motivation and social skills.

Also, there was a significant positive relationship between environmental mastery and self-awareness (r = .174, p<.05), self-reputation (r = .215, p<.01), motivation (r = .261, p<.01), social awareness (r = .277, p<.01), and social skills (r = .228, p<.01). This suggests that, when environmental mastery is high, these variables are also likely to be high.

Results also indicated that, there was a significant positive relationship between self-awareness and self-reputation (r = .912, p<.01), motivation (r = .932, p<.01), social awareness (r = .989, p<.01), and social skills (r = .963, p<.01). This suggests that, the higher the self-awareness, the higher the self-reputation, motivation, social awareness and social skills among Road Safety Personnel.

Findings further reveal that, there was a significant positive relationship between self-reputation and motivation (r = .858, p<.01), social awareness (r = .444, p<.01), as well as social skills (r = .960, p<.01). This suggests that, when self-reputation is high, motivation, social awareness, and social skills are also likely to be high accordingly. The findings also reveal that, there was a significant positive relationship between motivation and social awareness (r = .696, p<.01), as well as social skills (r = .802, p<.01). This indicates that, when motivation is high, social awareness and social skills are also likely to be high. Finally, results show that, there was a significant positive relationship between social awareness and social skills (r = .528, p<.01), indicating that, when social awareness is high, social skills is also likely to be high.

Hypothesis 1: Stated that emotional intelligence will significantly influence mental health of the Federal Road Safety Corps Personnel in Benue State Command. The hypothesis was tested using multiple linear regression and the result is presented in Table 2

Table 2. Summary of Multiple Linear Regression Showing the Influence of Emotional Intelligence on the Mental Health of the Federal Road Safety Corps Personnel In Benue State Sector Command.

DV	Predictors	R	R^2	df	F	P	β	t	p
MentalHealth	Constant	.436	.190	5,227	3.627	.000		5.668	.000
	Self-Awareness						.288	3.384	.000
	Self-Reputation						.242	2.457	.001
	Motivation						.280	2.765	.000
	Social Awareness						.266	2.553	.001
	Social Skills						.210	2.457	.001
Positive Self-evaluation	Constant	.317	.100	5,227	3.038	.001		2.803	.001
	Self-Awareness						.176	1.190	.035
	Self-Reputation						.262	2.473	.002
	Motivation						.416	3.014	.000
	Social Awareness						.336	2.525	.002
	Social Skills						.194	2.020	.005

Perception of Reality	Constant	.272	.074	5,227	8.249	.003		1.971	.003
	Self-Awareness						.180	1.313	.014
	Self-Reputation						.211	2.081	.003
	Motivation						.223	2.588	.003
	Social Awareness						.198	1.758	.008
	Social Skills						.299	2.988	.001
Integration of Personality	Constant	.328	.108	5,227	5.729	.001		3.557	.001
	Self-Awareness						.250	2.773	.002
	Self-Reputation						.229	2.219	.003
	Motivation						.184	1.921	.008
	Social Awareness						.158	1.166	.025
	Social Skills						.197	1.974	.005
Autonomy	Constant	.444	.197	5,227	14.986	.000		7.410	.000
	Self-Awareness						.225	3.327	.004
	Self-Reputation						.228	2.172	.004
	Motivation						.346	4.588	.000
	Social Awareness						.251	2.624	.002
	Social Skills						.274	3.471	.001
Grp. Oriented Attitudes	Constant	.371	.138	5,227	3.140	.003		13.580	.003
	Self-Awareness						.161	1.954	.007
	Self-Reputation						.159	1.518	.031
	Motivation						.174	2.605	.010
	Social Awareness						.191	2.254	.003
	Social Skills						.199	2.313	.003
Environmental Mastery	Constant	.326	.106	5,227	13.500	.003		11.220	.003
	Self-Awareness						.211	2.127	.001
	Self-Reputation						.202	1.112	.005
	Motivation						.242	3.241	.000
	Social Awareness						.221	1.214	.002
	Social Skills						.204	2.421	.001

The result of multiple linear regression in Table 2 above shows that, there was a significant positive influence of emotional intelligence on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command [$R=.436$, $R^2=.190$, $F(5,227)=3.627$, $p<.01$]. The result also indicated that, emotional intelligence and its dimensions explained 19.0% of the variance observed in mental health among the participants. This means that, Federal Road Safety Personnel with high levels of emotional intelligence are likely to have good mental health, and the extent to which emotional intelligence explains mental health of Federal

Road Safety Corps Personnel in Benue State Sector Command is 19.0%, and based on this finding, hypothesis two was confirmed.

Findings on the independent contributions of the dimensions of emotional intelligence to overall mental health shows that, self-awareness made the highest significant positive contribution (β=.288, t=3.384, p<.05), followed by motivation (β=.280, t=2.765, p<.05), then social awareness (β=.266, t=2.553, p<.05), followed by self-reputation (β=.242, t=2.457, p<.05), and social skills (β=.210, t=2.457, p<.05) respectively.

Furthermore, findings on the influence of emotional intelligence on the dimensions of mental health reveals that, there was a significant positive influence of emotional intelligence on positive self-evaluation [R=.317, R^2=.100, F(5,227)=3.038, p<.05], and emotional intelligence and its dimensions accounted for 10.0% of the total variance observed in positive self-evaluation among the participants. In terms of the independent contributions of the dimensions of emotional intelligence to positive self-evaluation, findings showed that, motivation made the highest contribution (β=.416, t=3.014, p<.01), followed by social awareness (β=.336, t=2.525, p<.05), and then self-reputation (β=.262, t=2.473, p<.05), followed by social skills (β=.194, t=2.020, p<.05), and self-awareness (β=.176, t=1.190, p<.05) in that order.

Results also indicate that, there was a significant positive influence of emotional intelligence on perception of reality of Federal Road Safety Corps Personnel in Benue State Sector [R=.272, R^2=.074, F(5,227)=8.249, p<.05], and emotional intelligence accounted for 7.4% of the variance observed in perception of reality among the participants. This means that, Federal Road Safety Personnel with high levels of emotional intelligence are likely to also have better perception of reality, with a 7.4% effect among the respondents. Independently, findings revealed that, social skills made the highest significant contribution (β=.299, t=2.988, p<.05), followed by motivation (β=.223, t=2.588, p<.05), and then self-reputation (β=.211, t=2.081, p<.05), followed by social awareness (β=.198, t=1.758, p<.05), and self-awareness (β=.180, t=1.313, p<.05) successively.

Moreover, findings indicate that, there was a significant positive influence of emotional intelligence on integration of personality of Federal Road Safety Corps Personnel in Benue State Sector Command [R=.328, R^2=.108, F(5,227)=5.729, p<.05], and emotional intelligence explained 10.8% of the total variance observed in integration of personality among the participants. This means that, participants with high scores on emotional

intelligence are also likely to have high scores on integration of personality, and the extent of such impact 10.8%. Independently, the result revealed that, self-awareness made the highest contribution to integration of personality (β=.250, t=2.773, p<.05), followed by self-reputation (β=.229, t=2.219, p<.05), then social skills (β=.197, t=1.974, p<.05), followed by motivation (β=.184, t=1.921, p<.05), and social awareness (β=.158, t=1.166, p<.05) in that order.

Results also show that, there was a significant positive influence of emotional intelligence on autonomy of Federal Road Safety Corps Personnel in Benue State Command [R=.444, R^2=.197, F(5,227)=14.986, p<.01], and emotional intelligence accounted for 19.7% of the observed variance in autonomy. This means that, participants with high levels of emotional intelligence are also likely to have sense of autonomy, and the influence of emotional intelligence on autonomy is 19.7% among the participants. Independently, findings show that, motivation made the highest significant contribution to autonomy (β=.346, t=4.588, p<.01), followed by social skills (β=.274, t=3.471, p<.05), and then motivation (β=.251, t=2.624, p<.05), followed by self-reputation (β=.228, t=2.172, p<.05), and self-awareness (β=.225, t=3.327, p<.05) successively.

Continuing, results reveal that, there was a significant positive influence of emotional intelligence on group-oriented attitudes of Federal Road Safety Corps Personnel in Benue State Sector Command [R=.371, R^2=.138, F(5,227)=3.140, p<.05], and emotional intelligence explained 13.8% of the variance observed in group oriented behaviour among the participants. This means that, Federal Road Safety Personnel in Benue State Sector Command with high emotional intelligence scores have a 13.8% likelihood of exhibiting adaptive group oriented behaviour and vice versa. Independently, findings show that social skill made the highest significant contribution (β=.199, t=2.313, p<.05), followed by social awareness (β=.191, t=2.254, p<.05), and then motivation (β=.174, t=2.605, p<.05), followed by self-awareness (β=.161, t=1.954, p<.05), and self-reputation (β=.159, t=1.518, p<.05) in that order.

Results also indicate that, there was a significant positive influence of emotional intelligence on environmental mastery of Federal Road Safety Corps Personnel in Benue State [R=.326, R^2=.106, F(5,227)=13.500, p<.05]. Emotional intelligence explained 10.6% of the variance observed in environmental mastery among the participants. This means that, Federal Road Safety Corps Personnel in Benue State Sector Command with high levels of

emotional intelligence are also likely to have high levels of environmental mastery, and the impact emotional intelligence has on environmental mastery is 10.6%. Independently, findings show that, motivation made the highest significant contribution to environmental mastery (β=.242, t=3.241, p<.01), followed by social awareness (β=.221, t=1.214, p<.05), and then self-awareness (β=.211, t=2.127, p<.05), followed by social skills (β=.204, t=2.421, p<.05), and self-reputation (β=.202, t=1.112, p<.05) successively.

DISCUSSION

Hypothesis one that there will be significant influence of emotional intelligence on the mental health of the Federal Road Safety Corps Personnel in Benue State Sector Command. This hypothesis was tested using multiple linear Regressions and the result of the finding was comfirmed. This means that the Federal Road Safety personnel with high levels of emotional intelligence are more likely to have good mental health as compared to their counterparts with low levels of emotional intelligent.This finding collaborates with the study of Katson, Mikolojezak, Heeren, Gregone and Rays (2019). Which stated that employee with high emotional intelligence experienced positive outcomes such as greater well-being, satisfaction with life, happiness, positive affect relationship quality, social function, quality of life and academic performance. Conversely, lower emotional intelligence individuals experienced negative outcomes such as anxiety, depression stress, burnout and other mental disorders. A similar finding by Annamaria (2012) revealed that emotionally intelligent people feel healthier than those with less emotional intelligence. This finding further found that there is a significant impact on both physical health and subjective well-being of the employees with a high level of emotional intelligence. In addition, employee with emotional intelligence may experience a high level of emotional self-control and adaptability and develop various psychological mechanisms which may facilitate their adaptation to success and improve their mental health. Furthermore, the finding of this study indicated that employees with low levels of emotional intelligence are less susceptible to stressful situations that will affect the employees' and organizational mental health. The finding revealed that emotional intelligence and its dimensions of self-awareness, self-reputation, motivation, social awareness, and social skills significantly and positively explained 19.0% of the variance observed in the mental health of the participants. This suggests that Federal Road Safety Corps Personnel in Benue State Sector

Command with high levels of emotional intelligence have a 19.0% likelihood of experiencing good mental health. This pattern continues across all the dimensions of mental health, as emotional intelligence was found to also have a significant positive influence on positive self-evaluation, perception of reality, integration of personality, autonomy, group-oriented attitudes and environmental mastery.In situating these findings within the reviewed literature of this study, it can be observed that the findings agree substantially with that of Guerra-Bustamante, Leon-Del-Barco,Yuster-Tosina, Lopez-Ramos & Mendo-Lazaro. (2019) who found a significant influence of emotional intelligence on the mental health; Kotsou, Mikolajezak, Heeran, Gregone and Rays (2019) found a significant influence of emotional intelligence on mental health; Ranju and Baby (2012) found a significant influence of emotional intelligence on mental health among employees in a comparison study; Ramona, Diana (2018), found that emotional intelligence had a significant influence on the mental health among employees in the banking sector of Drozdowski (2017) found a significant influence of emotional intelligence on mental health among executives in Romania among other studies.

Limitations of the study

This study has several limitations such as financial constriant, social desirability; lack of interest/ illiteracy of some participants, difficulty in obtaining ethical clearance and the problem of generalization of the findings to a larger population due to restricted the study to Federal Road Safety Corps Corps personnel in Benue State Sector Command instead of covering the all states in North Central Nigeria.

CONCLUSION

In conclusion, this study examined the influence of emotional intelligence on the mental health of the Federal Road Safety Corps personnel in Benue State Sector Command. The findings of the study revealed that there was a significant positive influence of emotional intelligence on the mental health of the Federal Road Safety Corps in Benue State Sector Comman. Based on this finding, it was therefore recommended that the management of the Federal Road Safety Corps Should make conscious effort to improve the Personnel emotional intelligence deficit which may affect their mental health. The study also recommended that the management of Federal Road Safety Corps should hire the service of Clinical Psychologists and others clinicians to psycho-educaate the personnel on the

need to identify others variables that may affect the personnel emotions as well their mental health.

REFERENCES

Andrew, R., Armstrong, R. F., Galligan, C. R., & Critchley, H. D. (2011). Emotional intelligence and psychological resilience to negative life events. *Personality and Individual Differences, 51*, 331–334.

Diana, L. (2018). Emotional intelligence and occupational stress in Romanian organizations. *National University of Political Studies and Public Administration, 30A Expozital Blvd, Sector 1, 102104, Bucharest*.

Drozdowski, G. (2017). Emotional component of competence among executives: An experimental study. *Unpublished manuscript*.

Ferreira, N. (2012). Hardiness in relation to organizational commitment in the human resource management field. *Journal of Human Resource Management, 10*, 1–10.

Goleman, D. (1995). *Working with emotional intelligence*. New York, NY: Bantam Dell.

Guerra-Bustamante, J., León-Del-Barco, B., Yuste-Tosina, R., López-Ramos, V. M., & Mendo-Lázaro, S. (2019). Emotional intelligence and psychological well-being in adolescents. *International Journal of Environmental Research and Public Health, 16*(10), 1720. https://doi.org/10.3390/ijerph16101720

Jagdish, & Srivastava, A. (1996). *Mental health inventory*. Concept Publishing Company.

Kalpana, S. (2013). Emotional intelligence and organizational effectiveness. *Industrial Psychiatry Journal, 22*(2), 97–99.

Karianzedeh, M., Goobzi, A., & Rezeci, S. (2012). The effect of social emotional skills training on general health and emotional intelligence in primary school. *Social and Behavioral Sciences, 46*, 57–64.

Kotsou, I., Mikolajczak, M., Heeren, A., Grégoire, J., & Zeys, C. (2019). Improving emotional intelligence: A systematic review of existing works and future challenges. *Emotion Review, 11*(2), 151–165.

Lasisi, A. K. (2013). Path analytical study of the effect of some psycho-demographic factors on work stress and organizational commitment of Nigerian police employees in Southwest Nigeria. *Journal of Psychology, 82*, 2–165.

Mental Health. (2014). Are there gender differences in the emotional intelligence of resident physicians? *Journal of Surgical Education, 1*, 33–40.

Nagaraja, K., Seema, J. P., & Manjunath, D. (2014). Comparative analysis of de novo assembly of *Bacillus cereus* HUB4-4 short reads. *International Journal of Pharmacy Research & Technology, 4*(2), 18–22.

Nagaraja, K., Seema, J. P., & Manjunath, D. (2014). Comparative analysis of de novo assembly of *Bacillus cereus*. *International Journal of Pharmacy Research & Technology, 4*(2), 18–22.

George, R., & Baby, S. (2012). *International Journal of Psychology of Social Sciences, 2*(9). ISSN: 2249-5894.

Salovey, P., & Mayer, J. D. (1990). Emotional intelligence. *Imagination, Cognition and Personality, 9*, 185–211.

Shindi, J. A. (2017). *Research and research writing: A guide to conducting research and writing a report on such research for projects, dissertations, and theses in humanities*. Dove Publishing House.

Singh, S. (2004). Development of a measure of emotional intelligence. *Psychological Studies, 49*, 136–141.

Killgore, W. D. S., Smith, R., Olson, E. A., Weber, M., & Lisa, D. N. (2017). Emotional intelligence is associated with connectivity within and between resting state networks. *Social Cognitive and Affective Neuroscience*, 1624–1636.

World Health Organization. (2022). *World mental health day: Our minds, our rights*. https://www.who.int

World Health Organization. (2014). *World mental health: Gender differences in emotional intelligence*. https://www.who.int

World Health Organization. (2015). *Global status report on road safety 2015*. https://www.who.int

World Health Organization. (2011). *Global plan for the Decade of Action for Road Safety 2011–2020*. https://www.who.int