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Influence of Occupational Stress and Demographic Factors as Predictors of Mental Health of Federal Road Safety Corps Personnelin Benue State Sector Command

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Abstract

This study Investigated Occupational Stress and Demographic Factors as predictors of Mental Health of Federal Road Safety Corps Personnel in Benue State Sector Command. The study employed a cross-sectional survey design. A total of 232 Personnel consisting of 169(72.8%) males and 63(27.2%) females with ages ranging from 20-58 years (Mean age-36.30, SD- 8.34) were used for the study. The Occupational Stress Index (OSI) and Mental Health Inventory (MHI) were used for data collection. Statistical Analysis involved the use of Multiple Linear Regression and Univariate Analysis. The study adopted Statistical package for the Social Science (SPSS) version twenty-three (23) for data Analysis. The findings of the study showed that there was significant negative influence of Occupational Stress on Mental Health of Federal Road Safety Corps Personnel in Benue State Sector Command [R=-.422, R2=.178, F(4,228)=13.541, p<.05]. The findings of the study also revealed that there was no significant sex different on Mental Health of Federal Road Safety Corps Personnel in Benue State Sector Command F (2, 230) =.105, p>.05). There was no significant Main and Interaction Effect of Sex and Cadre on Mental Health of Federal Road Safety Corps personnel in Benue State Sector Command F (5, 228) =.105, p>.05). It was therefore recommended that the

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management of Federal Road Safety Corps in Benue State Sector Command should initiate policies and measures to improve Mental Health of Federal Road Safety Corps Personnel in Benue State Sector Command. It was also recommended that the management of Federal Road Safety Corps should pay serious attention to strenuous working condition, role overload, role ambiguity and role conflict by improving the workingconditions and reducing the workload of Federal Road Safety Corps personnel to enhance their Mental Health.

Keywords: Occupational stress, Demographic Factors, Mental Health, Federal Road Safety Corps, Benue State Sector Command

INTRODUCTION

Personnel in every organizations both Government and private across the World need certain level of stress that may enable them to be successful in their chosen career. One of the important factors that exist among human service jobs like Federal Road Safety Corps is occupational stress. The concept of occupational stress is also known as job stress or work stress.This concept is very complicated and scientific construct that requires an initial understanding of parent stress (Collingan & Higgins 2005). The concept is derived from the Latin word stringere, which means 'to draw tight', and was used in the 17th century to describe a hardship or an affliction (Collingan & Higgins 2005). Occupational stress is defined as an individual's 'force, pressure, strain or strong effort'that related to one's job. It is also defined as a set of physical and emotional responses which occur when job requirements do not match an individual's capabilities and which may lead them to health problems. These definitions stems from pressures that do not align with a person's knowledge, skills, or expectations which can increase when workers do not feel supported by supervisors or colleagues, feel as if they have little control over their work processes, or find out that their efforts on the job are incommensurate with the job's rewards (World Health Organization, 2015).

American Psychiatric 2014 defined occupational stress as a sense of being overwhelmed, worried, distrusting, press exhaustion and lethargy. This means that occupational stress can influence people of every age, sex, race and situation and can result in both physical and psychological health. In other words, Occupational stress may be defined as the readjustment of an individual with a new situation and condition as the body's reaction to

change which needs response regeneration and/or physical, psychological and/or emotional adaptation. The kind of occupational stress the personnel may experience in the work place may range from mild, moderate or severe depending the type of the organization where the personnel work. Mild stress may be desirable in stimulating or motivating individuals toward laudable achieving. However, when stress becomes severe, it can be dangerous and damaging arising from its physical, psychological and behavioural harmful effects on the victims.

Symptoms of Occupational Stress

Anxiety: This refers to the feeling of worry, unease or nervousness that varies from mild to severe. It is also a typical reaction to stress and new situation for most people.

Depressed mood: This refers to mental health disorder condition that is characterised by a persistently depressed mood or loss of interest in activities that significant impairment in daily living.

Irritability: This indicator of underlying disease when feeling become excessively consuming and interfere with daily living.

Apathy, loss of interest in work: The individual is feeling indifferent or lack of emotion often a sign of depression or misuse of alcohol or drugs.

Fatigue: This refers to the feeling of constant tiredness or weakness and can be physical, mental or both.

Problems of sleeping: This occurs when an individual lie awake for too long a period at night wakes up early and is unable to get back to sleep.

Trouble concentrating: This refers to the condition caused by medical, cognitive or psychological problems that may be related to medication, alcohol or drugs.

Muscle tension: This refers to the condition where one or more muscles remain semi-contracted for a prolonged period.

Headaches: This refers to a painful sensation in any part of the head, ranging from sharp to dull that may occur with other symptoms.

Stomach problem: This refers to problems like heartburn, cancer, irritability, lower symptom and lactose intolerance.

Social withdrawal: This simply means avoiding people and activities that one usually does.

Loss of sex drive: This is a problem where the individual does not develop the urge to have sex. It could occur in both males and females.

Excessive use of alcohol or drugs: The individual exceeds the level of taking alcohol or drugs without professional advice.

Causes of Occupational Stress

Factors intrinsic to the job: The first cause of stress in the workplace is factors intrinsic to the job. It dominated early researcin in the area, with the majority of studies examining working conditions and work overload such as poor working conditions, long hours, shift work, travel, risk and danger, new technology, work overload and work under load may all be factors relating to the experience of occupational stress

Role in the organisation: This encompasses the demands and behaviours associated with the job an individual performs. Role ambiguity exists when the individual has inadequate information about their work role. Role conflict exists when the individual is 'torn' by conflicting job demands or when the individual is required to do things that they do not want to do and that are not part of their job. Role overload comprises the number of different roles an individual needs to fulfill and leads to excessive time demands and uncertainty as to the ability to perform their roles adequately. Responsibility is another important potential stressor associated with organizational roles. Responsibility can be differentiated into responsibility for people and responsibility for things, for instance, equipment, budgets, and buildings.

Relationship at work: Relationships with others in the workplace (bosses, peers, subordinates) in terms of quality and social support are suggested to be potential sources of job-related strain.

Career development. This includes the area of career development: lack of job security (fear of job loss, obsolescence or retirement) and status incongruity (reaching career ceiling, under- or over-promotion). For many employees, career progression is valued, with promotion generally leading to an increase in income, job status and new challenges. Often when an employee or officer reaches middle age they find their career progress has slowed or stopped with job opportunities becoming fewer, knowledge becomes obsolete and

energy waning. The lowered rates of psychological and physical health are high. strain can be seen when the personnel are not promoted beyond their capabilities. This implies that under and over-promotion can have serious detrimental effects on the well-being of the employee and the levels of job satisfaction.

Organizational structure and climate: An organisation that is not well structured can threaten an individual's freedom, autonomy and identity. An increasing number of researchers investigating this area and the result showed a lack of participation in decision-making processes; a lack of a sense of belonging; a lack of effective consultation; poor communication; restrictions on behaviour; and office politics

Organizational interface with the outside: This category includes the interface between life outside and life inside the organisation and may consist of family problems, life crises, financial difficulties, conflict of beliefs and conflict with family demands. The area that has received the most research interest is that of the work-family interface sometimes referred to as work-family conflict. In addition, the changes in the structure of families, the increase of women in the workforce, and changes in technology (for example, portable computers and the internet) enable the employee or the officers to perform work-related tasks in a variety of locations have blurred the boundary between life on and life off the job.

Dimensions of Occupational Stress:

Srivastava and Singh (1981) identified twelve (12) dimensions of Occupational Stress (role ambiguity, role conflict, group and political pressure, responsibility, under participation, powerlessness, poor peer relationship, intrinsic Impoverishment, low status, strenuous working condition, unprofitability and role overload. However, this study focused on four dimensions (Role overload, Road ambiguity, role conflict, Strenuous working conditions)

Relevance Theories of Occupational Stress

Job Demand- Control support theory

This theory was developed by (Karasek, 1979). This theory is based on the premise that job strains resulted from the interaction dimension of work environment, psychological job demand and job control. Conventionally, psychological job demand are seen to include workload, time pressure and emotional demand as well interpersonal conflict have been included in the explanation of psychological demand. The job demand in the other hand is

seen as the person ability to control his or her work activities in term of making decision on the job using skills discretion on the job (Karasek, 1996). This model proposed that those who experience high demand on their job coupled with low control over their work activities are more likely to report work- related stress which may result to poor physical and psychological strain in the long run. However, social support dimension reported to have a moderating effect on the negative impact of job-related tension or pressure on workers physical and mental health. For the purpose of this study the available support from the management of Federal Road Safety Corps would serve as a moderator for any unanticipated work related stress that Federal Road Safety Personnel might be experiencing at work.

This model has been criticised for several issues that remained unresolved. One of such issue is the effect of demands and control that is additive (that is, there is an interactive effect between them). Researchers are divided on the question and the support for both points. The second issue has not been fully resolved whether objective control or subjective perceived control is critical factor in determine occupational stress. Also , some studies made used of proxy variables to determine some kinds of objective measure of control , but most of the finding of this model focused on workers perceptions of control arguing that how much control the individual feels they have over their work environment is more critical than some kinds of objective index of control. Although objective and subjective control are clearly connected with each other but they do not necessary coins the circle. .Job demands and resource theory lies on the assumption that personnel in different organisation may be confronted with different working environments and the characteristics of this environment can be classified into two different categories- job demand and job resources- thus constituting an overarching model that may be applied to various occupational settings, irrespective of the particular demands and resources involved. According to them, job demands refer to those physical, psychological, social or organisational aspects of the job that required and/ or psychological that is cognitive and emotional efforts and associated with certain physiological and /or psychological cost. For instance, high work pressure, role of overload, poor environmental conditions and problem related to reorganisation. Job resourcesin the other hand refers to those physical, psychological, social or organisational aspects of the job that are either /or functional in achieving work goals, reduce job demands and associated to physiological and psychological cost and stimulating personal growth and development (Hackman &Oldham,

1976). This model may be seen in different level of the organisation such like pay, career opportunities, job security and interpersonal level such as supervisor and colleagues support, team climate at the organisation work such as role charity, participation in decision making and the task level of individual to performance, givre feedback, and acquire varieties of skills.This theory assumed that the nature of Federal Road Safety Personnel job which is stressful and demanding may affect the Personnel mental health negatively if an appropriate measure is not taking. This theory may help Federal Road Safety Organisation to adopt measures like relaxation, monthly medical check-up amongothers to improve their mental health

Transactional Model

This theory was developed by (Lazarus, 1966) and had been widely used to explain stress in the workplace. This model is based on the underlying process of interaction between an individual and the environment. The fundamental ideas of this model are the individual cognitive assessment of demands made on workers and their perceived ability to cope with those demands (Lazarus, 1966, Lazarus &Folkman, 1984). This model implies that an individual may be experiencing stress when the demand made on him or her surpasses his or her capability. In this study, Federal Road Safety Personnel may be experiencing stress on the job when they perceived that the demand of the Job outweighs their abilities. Nevertheless, what one Personnel find stressful can change over time and in a different situation that can either affect the individual positively or negatively. However, cognitive assessment of job demand and the individual ability to deal with it may depend on certain moderating factors such as the person's personality or disposition, previous experience, age, sex and coping skills among others. This model also employed that a person's experience of stress could be physiological, psychological behavioural as well social in the long run could be detrimental to the Federal Road Safety Personnel and the organisation where the personnel work.

This model was criticised for allowing a lot of noise because the communication is simultaneous that is face to face interaction. For instance, when people are talking at the same in a meeting the objective of the meeting would not be fulfilled. Another area the Model was critiqued was that without a verbal reply, the sender cannot be certain that the receiver got the message in the same manner as he send it. This model implies that

interaction is not a one-time process rather a continuous process because individuals are not the same.

Mental health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity (Mental health word search, 2014). Mental health could also means a level of psychological well-being or absence of mental illness. This makes someone who functions at a satisfactory level of emotional and behavioural adjustment (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 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 (World Health Organization, 2004)

Demographic variables: This refer to the variables that specify the background characteristics of the personnel such as age, sex, marital status, Tribe, Educational level, years in present rank, Years in service, Cadre and status of employment.

Age is defined as the minimum and maximum years an individual start and exit from the system (from 18 to 60 years).

Sex is defined as the biological different between male and female personnel of Federal Road Safety Corps.

Marrital Status refers to the Federal Road Safety Corps personnel who are either married, single, separated, widow, widower or divorce.

Tribe refers to the different languages of the Federal Road Safety Corps personnel in Benue State Sector Command (Tiv, Idoma, Igede, Kuteb and others minority tribes)

Educational level defined the personnel into tertiary, post primary and others

Years of Service indicate the number of years each personnel spent in the Corps as at the period of the study.

Present rank indicates the number of years each personnel spent on his or her present rank. **Cadre** refers to the rank different of the Federal Road Safety Corps personnel (Management, officer and Marshals).

Status of employment: This refer to whether the personnel job is permanent, contract or temporay as contained in their appointment letters.

Mental health is a multi-dimensional variable that measured six domains (A positive attitude towards the self, personal growth, integration, autonomy, a true perception or reality and environmental mastery, which include adaptability and healthy interpersonal relationships (Jagdish & Srivastava, 1996). 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 is a level of psychological well-being or an absence of mental illness. This implies that the state of someone who is functioning at a satisfactory level of emotional and behavioural adjustment (Mental Health Word Net search, 2014). 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. 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. It is a dynamic state of internal equilibrium which enables individuals to use their abilities in harmony with the universal values of society.

According to Keyes and Springer, 2014, mental health is comprised of three components (emotional wellbeing, psychological well-being and social well-being). Emotional well-being includes happiness, interest in life and satisfaction. Psychological well-being includes most parts of one's personality such as being good at managing the responsibility of daily life, having good relationships with others and being satisfied with one's own life the third component of mental health is Social well-being. Social well-being refers to positive functioning and involves having something to contribute to society (social contribution), feeling part of a community social integration, and believing that society is becoming a better place for all people (social actualization.

Mental Health is considered an unstable variable because individual mental health may have many different possible values. It is believed that basic cognitive and social skills are regarded as important components of mental health in all aspects of everyday life. Cognitive ability means the ability to pay attention, remember and organise information,

solve problems, and make decisions. Social skills on the other hand involve the ability to use one's repertoire of verbal /non-verbal abilities to communicate and interact with others. All these abilities are interdependent and allow people to function in their environment. The basic level of these abilities is to clarify that mild degrees of impairment is compatible with mental health, while moderate to severe degrees of impairment, especially if not balanced by other aspects, may require support from other members of society and several social incentives, such as facilitated job opportunities, financial benefits or ad-hoc training programmes.

Literatures Review

According to Akintoyo (2012) study among workers revealed that occupational stress had a reversed correlation with positive mental health and also negatively related to lower mental health such as depression and anxiety.This findings implies that the employee with lower levels of stress are more likely to experience lower depression and symptoms of anxiety and hence result to better mental health.The finding supported the assumption that occupational stress is a risk factor concerning an employee's mental health. The findings further revealved that there was significant negative correlation of occupational stress and the woker's mental health. Palmer (2015) conducted a study on the relationship between physical fitness and occupational stress in campus .law enforcement officers.

This study adopted a correlational research design. The data were collected using an office physical ability test between the variables. Bivariate correlation statistics were used to analyse the data. The finding of the study also revealed that policemen are more prone to aggressive acts than those sufficiently restricted from such duties. This is due to their posting for special duties (Semto, 2011). The finding further revealed that polices personnel who were scheduled for operational duties such as patrol activities, traffic, and crime prevention and organizational task such as information and bureaucratic procedure were proven to experience more stress due to the nature of their duties. Again the finding of the study further revealed that insufficient funds, a non-conducive work environment and the productivity of modern technology were the major causes of job-related stress to all librarians' staff with age, gender and rank. Based on these findings, it was recommended that the management of polytechnic and librarians motivate their staff and also make the environment conducive for working to improve staff mental health.The findings is inline with the study of Adebiye (2013) on occupational stress among Ekiti State University

academic staff which revealed that gender, and years of experience do not influence occupational stress on the lecturers but that stress experience varies from faculty to faculty. The findings also revealed that occupational stress is one of the variables that adversely affect individual health as well as productively in the workplace which often lead to death of some academic lecturers in the university, major changes in initiatives, excessive work hours, workload, poor management diminishing personnel and unfair treatment of the students by staff may trigger them to experience more pressure to the extent that lack of funds, lack of recognition, and reward, role ambiguity have frequently being reported by lecturers in the university as correlate of their occupational stress.

Backteman, padyab and Brulin (2013) conducted a study on the prevalence of burnout, associated with the psychosocial work environment, physical strain and stress of conscience among female and male patrolling police officers in Sweden. The findings of this study revealed that male police officers experience more stress than their female counterparts because male police officers have usually been placed on night duties The result of the study also revealed that the psychosocial work environment is not satisfying the police officers and this could affect that mental health.

Saka, Kamal and Alabi (2018) study investigated the influence of perceived occupational stress and psychological well-being of Federal Road safety personnel in Osun state, Nigeria. The study employed a cross-sectional survey design. Questionnaires were used to collect data from the respondents. The result of the finding revealed that perceived occupational stress and psychological well-being had a statically significant influence on the Federal Road Safety personnel in Osun State. The finding also indicated that there was no sex difference in the mental health of the personnel. This study concluded that occupational stress is significantly important in influencing the psychological well-being of Federal Road safety personnel.

Mangwami (2012) and Laisisi (2013) conducted a study among police officials especially those who are stationed in the visible components doing the crime prevention duties such as patrol.The result of the finding revealed that police officers who experienced high levels of stress were more prone to committing suicide and stress their job than others. The stress experienced by the personnel daily makes them the critical incidence of uncomfortably emotional reactions which affects their short and l; long-term behaviour. This finding can be applied to the personnel of Federal Road Safety because they experienced several

pressures most especially when conducting rescue of road traffic victims. This pressure exceeds the personnel's ability and knowledge hence resulting in poor mental health. The finding further indicated that the police and Federal Road Safety personnel experience helplessness, feeling of inadequacy, anger, shock and guilt while others go through a period of disbelief, depression and self-blaming and all these may trigger frustration in the place of their job which may eventually have significant effects on their psychological well-being and mental health.

Adegoke and Mangwami (2011) conducted a study among employees in South Africa. And the finding revealed that the pressure from environmental demands especially regarding time, high workload, low work control and conflict stress as well as depression and aggression, especially in union grievances and mistrust contribute to depression among the employees. This finding is related to Federal Road Safety personnel because it is very common among the personnel of Federal Road Safety due to the nature of the job they performed in addition to administrative duties. In addition, Mangwami (2012) observed that the members of the South African workforce have been diagnosed with depression and experienced multiple problems at work and could no longer handle the pressure in the workplace environment. The finding further identified the multiple problems at the workplace that had been associated with depression such as criminal charges, a pending or just completed disciplinary hearing or departmental trial against the employees who later suffered from posttraumatic stress depression, tension, frustration, sadness and loneliness before committing suicide.

Mahejan (2012) study on occupational Stress, role ambiguity and psychological well-being. The study employed a survey research design. Questionnaires were used to collect data from the respondents. Multiple regression was used to analyse the data. The finding of this study revealed that there is a significant relationship between occupational Stress and role ambiguity and psychological well-being. In a similar study conducted by Yunus (2012) among Government employees in Malaysia, the result of the finding revealed that the dimensions of Occupational Stress; role overload, role insufficient, role ambiguity and role boundary have a substantial relationship and impact on the psychological well-being as well the Poor mental health. The study also showed that there is a significant negative correlation between occupation Stress and Mental health. The study further revealed that there was a negative correlation between psychological well-being and occupational stress. On the contrary view, the study of Malek, Meanrns & Flin, 2010 revealed that the source of

occupational Stress has a negative significant correlation with job control and peer group supports which are the factors of Stress at work that significantly impact employees' psychological well-being.

Ikonne (2015) conducted a study on Occupational Stress and Mental Health among employees. The study employed cross-sectional survey research studies. Questionnaires were used for data collection. Data were analysed through the use of the Statistics package of social science. The result of the finding Indicated that job ambiguity, role conflict and work environment have a positive significant relationship on the employee's psychological well-being. This finding is linked with the job of Federal Road Safety personnelwhich expose the personnel to various consequences because of the diverse mode of operations being carried out on daily basis.

A study conducted by Mangwani (2012) among police personnel in South Africa identified multiple problems of personnel suffering from post-traumatic stress, depression, tension, frustration, sadness and loneliness before committing suicide. This finding identified untimely dead or poor mental health among the personnel.

Crompton (2011) conducted a study among employees. The result of the study showed the consequences of the individual employees suffering from harmful chronic occupational stress which are divided into three categories; Physiological consequences which include high blood pressure, heart burns, headaches, nervousness, unhappiness and bad-tempered All these emotions can lead to lack of concentration, indecisiveness and absenteeism. The second is the Physical health effect which includes Cardiovascular diseases, high blood pressure, and Type II diabetes, and asthma which increased the risk of morbidity and mortality; weakened immune system, headaches and back pain (Addison, & Yankyera, (2015); sleep disturbances, dizziness, fatigue, appetite loss, gastrointestinal problems (Nixon et al., 2011).

Ali, Nordin, Said, Manof and Musa,(2017) conducted a study among employees. The result of the finding indicated that occupational Stress can lead employees to experience three types of strains: behavioural (absenteeism), physical (headaches), and psychological for example depressed mood (Richard, campanica Muse-Burke ,2010) The finding also revealed that occupational stress has been linked to a broad array of conditions, including psychological disorders such as depression, anxiety, post-traumatic stress disorder), job dissatisfaction, maladaptive behaviours, for instance, substance abuse, cardiovascular

disease, and musculoskeletal disorder. The finding further revealed that occupational stress conditions can lead to poor work performance, higher absenteeism, and injury (Ali et al 2017).

Wellnewme and Dennis (2019) conducted a study among employees in Nigeria on the effect of poor working condition on mental health The finding of this study revealed that there was an increased risk of mental health issues with no different between gender.The study further showed that 12 employees are at risk of developing depression, four in 10 employees lack adequate emotional social support and one in 3 employees are at the risk for their inability to cope with stress and one in 3 employees at the risk from work place stress. Furthermore, the finding of the study revealed that more than half employees reported not getting enough sleep to function properly at work. The study also revealed that women slightly more than men in not getting enough sleep and also, more than fifth of the employees at increased risk of suffering from financial worries as they had to borrow twice or more than six months before they settled their debts. The findings of this study implies that the employers need to be mindful of the fact that their employees are not mentally healthy chances are that they will not be as productive as they should be in the work place and therefore need to invest highest on the mental health of the employees through the employees assistance programme where employees who have difficulties can be reach out to a mental health professionals independently of the work place or the work manager.

The study of Niharika and Kiran, (2014) among bank employees reviewed that private bank employees had high occupational stress due to role ambiguity, role conflict, under participation, powerlessness, and low status strenuous working condition than nationalized bank employees. Thus, the nature of job and working condition are responsible for level of stress that the employees face in various sector (Niharika & Kiran, (2014). This finding implies that the dimensions of occupational stress of the private bank employees may be responsible for their level of occupational stress which may affect their mental health if not properly addressed.

Ojedokun (2014) conducted a study among men and women police employees. This study employed survey research design. The result of this finding showed that women police officers experience poor psycho socio-emotional well-being that men counterpart and point to the assumption that women and men aret really so different on psycho-socio

emotional wellbeing. This implied that both police women and men experienced poor psycho-socio-emotional being which may affect their mental health.if no properly managed. Based on this finding, it was recommended that the police authority should the take the issue of sex very serious in assisgning responsibility to the officers.

Batton and Wright (2019) conducted a study among the police officers. The finding of this study revealed that the highest mental health knowledge were comprised females and previously been identified as having worse mental health outcomes especially correctional workers and communication officers and this may expose them to more sexualisation, disrespect, sexually charged threat and violence than their males' counterpart. The finding further indicates that females are more prone and likely to be aware of their emotional state and more able to report on the symtoms on a self report questionnaire. This implies that an increase in mental health knowledge of the female officers may result to reporting difficulties that may lead to good mental health than the males counter parts

Gandi, Wali, Kariek and Dagona (2011) conducted a study among nurses in Nigeria. This employed cross-sectional design and questionnaire were used to collect data. The researcher used descriptive statistics to analysis the data. The finding of the study revealed that there is sex different in the work stress as female nurses experience high level of stress as compared with the male nurses. This may be due to work-home interference and home-interference was found as the mediator to their sex different.

Ementa (2015) conducted a study among the 113 bank Secretaries. This study employed the use of survey research design. Questionnaires were used to collect data. Mean, percentage count and correlation were used to analyse the stated hypotheses. The finding of this study revealed that there is no significant difference of perceived occupational stress in relation to sex, work experience and marital status. The finding akso revealed that both male and female personnel are assigned to work in any department be it administrative or in operational department as the may experience the same stress in the course of their performing their duties. Based on this finding it was recommended that sex is the less factor that may affect the personnel mental health and such less attention should be given.

Affum-Osei and Azunu (2015) study examined the relationship and demographic variables sex, age, cadre, qualification, experience and marital status among 206 employees randomly selected from 10 branches of commercial banks in Ghana. The study adopted cross=sectional research design and questionnaire were used to analyses the hypotheses.

Correlational statistic was used to analyses the study. The result of the finding indicated that majority of the employees were moderately and highly stressful with the female workers recorded the highest level of occupational stress compared with their male counterpart. The study further revealed that there is evidence of significant relationship between occupational stress and demography variable (sex, age, educational qualification, work experience and marital status. This finding implies that demographic variable especially sex is one of the important demography variable to be considered as it relate occupational stress among employees. However, the true of the matter is that the female personnel may tend to experience more level of stress as compare to their male counterpart this is due to intimidation that they usually faced from their male counterpart.

Nneemeka (2019) finding among workers revealed that junior cadre workers usually complain of poor salary and the prevalent high cost of living in the country. This may make them to experience depression that will led to poor mental health if appropriate measure is not taking. This finding also reviewed that the lower cadre of the workers tends to experience poor mental health more than the higher cadre due to low salary and the volume of duties they usually do. This finding can be apply to Federal Road Safety Personnel because they are work force of the organization.

Nskkas, Annen and Brand (2016) conducted a study among personnel. The study used descriptive research design. Data were collected using questionnaire and analys statistically. The finding of the study indicates that superior military officers suffered less stressful job as compared to the recruits' lower cadre. This is because the recruite usually undergone stressful traning that some of them may not may not return successfully as a result of streanous activities that tend to affect their mental health.

Affum-Osei etal (2014) finding among the employees revealed that employees with lower qualification and cadre experience high level of occupational stress and higher educated employees are able to handle their occupational stress.This finding is related to the personnel of federal Road Safety Corps because the higher your educational qualitification the better mental health of the personnel and the reverse is the case.

Purpose of the study

This study focused the influence of occupational stress and demographic factors on mental health of Federal Road Safety Personnel in Benue State Sector Command and aims to achieve this through the following objectives;

- To investigate if there will be significant influence of occupational stress on mental health of Federal Road Safety Corps personnel in Benue State Sector Command.
- To inquire if there will be significant sex different on mental health of Federal Road Safety Corps personnel in Benue State Sector Command.
- To know if there will be sighnicant main and interaction effect of sex and cadre on mental health of Fedral Road Safety Corps personnel in Benue State Sector Command

Hypothesis

- There will be significant influence of occupational stress on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command
- There will be significant sex different on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command
- There will be significant main and interaction effect of sex and cadre on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command

METHODS

Research Design

This study employed the use 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 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 and interaction effect of sex and cadre on mental health of Federal Road Safety Corps personnel.

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 participant showed that their ages ranged from 20-58 years, (Mean age 36.30, SD=8.34). Out of this number, 169 (72.8%) were males, 63 (27.2 %) were females, 137 (59.1%) were married, 64 (36.2%) were single, 6(2.6%) were separated, 1(1.7%) was dirvorce, and 4 (1.7%) were widows. The demographic of the participants also indicated that 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 assesses the participant's bio data; Section B assesses the perceived level of occupational stress and Section C assesses the particpants perceived mental health.

Occupational stress index (OSI); developed by (Srivastava and Singh 1981),

The scale is a 46-item inventory that measures occupational stress along four dimensions namely role conflict, role ambiguity, role overload and strenuous working condition using five-point likert format response pattern that ranges from 5= strongly Agree, 4= Agree, 3= neutral, 2= Disagree and 1= strongly disagree.). The overall scale reported reliability index of split half and Cronbach's Alpha coefficient were found to be 0.935 and 0.90 respectively. The validity of the instrument was determined by computing coefficient of correlation between the scales on the occupational stress Inventory (OSI). The subscales of the overall scale measured as follows:

Role Overload= 1, 13,25,36,40, 45

Role Conflict =3,15,27,38, 45,

Role Ambiguity = 2,14,26, 37,

Strenuous Working Condition =12,24,35, 43

Occupational Stress Index is scored by reversed method. The scores of all the items are added for each sub-scale of the items measured.

Mental Health Scale (MHI); developed by (Jagdish and Strivastava, 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.was used. 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 measures 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

All mental health items were scored on six-point scale excepte for items 9 and 28 which are sored on five point scale. The raw score range is from 38-226 which means higher scores on mental health index indicating less psychological distress and greater psychological well

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 participants were thanks for their participation and debriefed. Statiscal procedure was used to retrieved the response of the participants.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 rtecored and analysed.Hpothesis one was tested using multiple regression while hypothese two and three were tested using Univariate Analysis

RESULTS

Hypothesis one stated that there will be significant influence of occupational stress on mental health of Federal Road Safety personnel in Beneu State Sector Command**.** The hypothesis was tested using multiple regression ; the result is presented on table 1

Table 1 Summary of Multiple linear Regression Showing the Influence of Occupational Stress on Mental Health of Federal Road Safety Corps Personnel in Benue State Command.

DV	Predictors	R	R^2	df	F	P	β	t	p
MentalHealth	Constant	-.422	.178	4,228	13.541	.002		11.121	.002
	Role Overload						-.218	-2.970	.001
	Role Ambiguity						-.213	-2.975	.003
	Role Conflict						-.168	-1.978	.025
	Stren.Work Conds.						-.345	-4.572	.000
Positive Self-evaluation	Constant	-.276	.076	4,228	4.547	.004		5.668	.003
	Role Overload						-.184	-1.754	.006
	Role Ambiguity						-.350	-3.457	.001
	Role Conflict						-.339	-2.765	.003
	Stren.Work Conds.						.056	.797	.312
Perception of Reality	Constant	.136	.018	4,228	.627	.221		4.533	.221
	Role Overload						.067	.784	.506
	Role Ambiguity						.050	.457	.601
	Role Conflict						.073	.725	.107
	Stren.Work Conds.						.066	.597	.219
Integration of Personality	Constant	-.217	.047	4,228	3.038	.018		2.803	.018
	Role Overload						.176	1.190	.035
	Role Ambiguity						.062	.473	.637
	Role Conflict						.416	3.014	.003
	Stren.Work Conds.						.336	2.525	.012
Autonomy	Constant	-.354	.125	4,228	4.436	.000		22.591	.000
	Role Overload						-.246	-2.481	.001
	Role Ambiguity						-.216	-1.627	.001
	Role Conflict						-.189	-1.200	.039
	Stren.Work Conds.						-.174	-1.127	.007
Grp. Oriented	Constant	-	.069	4,228	8.249	.010		1.971	.010

Attitudes		.263							
	Role Overload						-.180	-2.313	.004
	Role Ambiguity						-.131	-1.081	.036
	Role Conflict						-.123	-1.588	.043
	Stren.Work Conds.						-.129	-1.758	.018
Environmental Mastery	Constant	.260	.068	4,228	10.869	.003		1.874	.003
	Role Overload						.188	1.817	.007
	Role Ambiguity						-.079	-.533	.225
	Role Conflict						.192	2.598	.004
	Stren.Work Conds.						.131	1.218	.028

The result of multiple linear regression in Table 1 shows that, there was a significant negative influence of occupational stress on the mental health of Federal Road Safety Corps Personnel in Benue State Sector Command [R=-.422, R^2=.178, F(4,228)=13.541, p<.05]. The result also indicated that, occupational stress accounted for a reverse 17.8% of the total variance observed in mental health among the personnel. This means that, Federal Road Safety Corps Personnel with high levels of occupational stress are more likely to have low level of mental health or poor mental health, and based on this finding, hypothesis one was confirmed.

On the independent contributions of the dimensions of occupational stress to overall mental health, the result showed that, strenuous working conditions made the highest significant negative contribution (β=-.345, t=-4.572, p<.01), followed by role overload (β=-.218, t=-2.970, p<.05), then role ambiguity (β=-.213, t=-2.975, p<.05), and role conflict (β=-.168, t=-1.978, p<.05). This suggests that, Road Safety Personnel who experience strenuous working conditions, role overload, role ambiguity, and role conflict in the aforementioned order and intensity are successively more likely to have poor mental health and vice versa.

Furthermore, results on the influence of occupational stress on the dimensions of mental health reveal that, there was a significant negative influence of occupational stress on positive self-evaluation [R=-.276, R^2=.076, F(4,228)=4.547, p<.05], and occupational stress explained 7.6% of the observed variance in positive self-evaluation of Federal the Road Safety Corps Personnel. This means that, Federal Road Safety Corps Personnel with high levels of occupational stress are likely to have low levels of positive self-evaluation. Independently, the finding showed that, role conflict made the highest significant negative

contribution to positive self-evaluation (β=-.339, t=-2.765, p<.05), followed by role ambiguity (β=-.350, t=-3.457, p<.05), then role overload (β=-.184, t=-1.754, p<.05), while strenuous working conditions made no significant contribution to positive self-evaluation (β=.056, t=.797, p>.05).

Also, results in Table 4.2 indicated that, there was no significant influence of occupational stress on perception of reality of Federal Road Safety Corps Personnel in Benue State Command [R=.136, R^2=.018, F(4,228)=.627, p>.05]. Occupational stress overall accounted for a paltry and insignificant 1.8% of the variance observed in perception of reality among the personnel. Results also showed that, none of the dimensions of occupational stress contributed significantly to perception of reality among the participants. This means that, the level or intensity of occupational stress has nothing significantly to do with the way Federal Road Safety Corps Personnel in Benue State Sector Command perceive reality.

Moreover, results revealed that, there was a significant negative influence of occupational stress overall on integration of personality dimension of mental health [R=-.217, R^2=.047, F(4,228)=3.038, p<.05]. Occupational stress and its dimensions explained 4.7% of the observed variance in integration of personality among the Road Safety Personnel. This means that, Federal Road Safety Corps Personnel with high levels of occupational stress scores are also likely to experience low levels of integration of personality. Independently, findings showed that role conflict made the highest significant negative contribution to integration of personality (β=-.216, t=-3.014, p<.05), followed by strenuous working conditions (β=-.136, t=-2.525, p<.05). On the other hand, role overload made a significant positive contribution (β=.176,

t=1.190, p<.05), while role ambiguity made no significant contribution to integration of personality among the participants (β=.062, t=.473, p>.05).

Results also showed that, there was a significant negative influence of occupational stress on autonomy of Federal Road Safety Corps Personnel in Benue State Sector Command [R=-.354, R^2=.125, F(4,228)=4.436, p<.01]. Occupational stress accounted for 12.5% of the observed variance in autonomy among the respondents. This means that, Road Safety Corps Personnel in Benue State Command with high scores on occupational stress are likely to have fewer score on autonomy. Independently, findings showed that, role overload made the highest significant negative contribution to autonomy (β=-.246, t=-2.481, p<.05),

followed by role ambiguity (β=-.216, t=-1.627, p<.05), and role conflict (β=-.189, t=-1.200, p<.05), then strenuous working conditions (β=-.174, t=-1.127, p<.05) in that order.

Continuing, findings revealed that, there was a significant negative influence of occupational stress on group oriented attitudes of Federal Road Safety Corps Personnel in Benue State Command [R=-.263, R^2=.069, F(4,228)=8.249, p<.05]. The result also indicated that, occupational stress explained 6.9% of the variance in group-oriented attitudes. This means that, high levels of occupational stress would lead to low levels in group-oriented attitudes of Federal Road Safety Corps Personnel in Benue State Sector Command. Independently, findings showed that, role overload made the highest significant negative contribution to group-oriented attitudes (β=-.180, t=-2.313, p<.05), followed by role ambiguity (β=-.131, t=-1.081, p<.05), then strenuous working conditions (β=-.129, t=-1.758, p<.05), and role conflict (β=-.123, t=-1.588, p<.05) respectively.

Results in Table1 also revealed that, there was a significant positive influence of occupational stress on environmental mastery among Road Safety Corps Personnel in Benue State Command [R=.260, R^2=.068, F(4,228)=10.869, p<.05]. The results also showed that, occupational stress explained 6.8% of the variance observed in environmental mastery among the participants. This means that, Federal Road Safety Corps Personnel with high levels of occupational stress are also likely to have high levels of environmental mastery. Independently, findings revealed that, role conflict made the highest significant positive contribution (β=.192, t=2.598, p<.05), followed by role overload (β=.188, t=1.817, p<.05), then strenuous working conditions (β=.131, t=1.218, p<.05), while role ambiguity (β=-.079, t=-.533, p>.05) made no significant contribution to environmental mastery of Federal Road Safety Corps Personnel in Benue State Sector Command.

Hypothesis two stated that there will be a significant sex different on mental health of Road Safety Personnel in Benue State Command. This hypothesis was tested using univariate analysis and the result is presented in Table 2.

Table 2. Descriptive Statistics Showing Mental Health Mean and Standard Deviation Scores of Sex and Cadre of Federal Road Safety Corps Personnel in Benue State Sector Command.

Sex	Cadre	Mean	SD	N
Male	Mgt. staff	165.80	50.09	5

	Officers	169.34	32.95	35
	Marshall	170.61	31.53	131
	Total	170.20	32.22	171
Female	Mgt. staff	166.00	34.82	4
	Officers	164.21	15.84	14
	Marshall	167.53	35.75	43
	Total	166.67	31.81	61
Total	Mgt. staff	165.89	41.34	9
	Officers	167.88	29.03	49
	Marshall	169.84	32.57	174
	Total	169.26	32.08	232

Table 3: Univariate Analysis Showing Sex Difference in the Mental Health of Federal Road Safety Corps Personnel in Benue State Sector Command

Source	Sums of Squares	Df	Mean Square	F	Sig
Sex	110.347	1	110.347	.105	.746
Total	677.000	232			
Corrected Total	234.732	228			

The result in Table 2 shows the descriptive analysis and composition of the participants of the study. The Table indicates that, 171 male Road Safety Personnel took part in the study. Of this number, 5 were management staff, 35 were officers, while 131 were Marshalls. Also, the tables indicate that, 61 female Road Safety Personnel in Benue Command were involved in the study, comprising 4 management staff, 14 officers, and 43 Marshalls. In all, there were 9 management staff, 49 officers and 174 Marshalls.

Furthermore, the univariate analysis in Table 3 shows that, there was no significant main effect of sex on mental health among Federal Road Safety Corps Personnel in Benue State Sector Command $F(2, 230)=.105$, $p>.05$). This means that, being male or female has no effect on the mental health of Federal Road Safety Corps Personnel in Benue State Sector Command, and based on this finding, hypothesis four was rejected.

Hypothesis three stated that, there will be a significant main and interaction effect of sex and cadre on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command. The hypothesis was tested using univariate analysis and result is presented below.

Table 4 Summary of Univariate Analysis Showing Main **and Interaction Effects of Sex and Cadre on the Mental Health of the Federal Road Safety Corps Personnel in Benue State Sector Command**

Source	Sums of Squares	Df	Mean	F	Sig
Sex	110.35	1	110.35	.105	.746
Cadre	219.18	2	109.59	.105	.901
Sex*Cadre	61.960	2	30.980	.030	.971
Total	677.000	228			

The result of univariate analysis in Table 4 show that, there was no significant main and interaction effect of sex and cadre on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command $F(5, 228)=.105$, $p>.05$). This means that sex and cadre have no effect on mental health of Federal Road Safety Personnel in Benue State Command, and based on this result, hypothesis five was rejected. .

DISCUSSION

Hypothesis one stated that there will be a significant influence of occupational stress on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command. This hypothesis was therefore accepted. The findings of this hypothesis showed that occupational stress overall significantly accounted for 17.8% of the total variance observed in the mental health of the Federal Road Safety Corps Personnel in Benue State Sector Command. This finding means that Federal Road Safety Corps personnel in Benue State Sector Command with high levels of occupational stress are more likely to have low levels of mental health or poor mental health as compared with those with low levels of occupational stress. The finding of this study is in line with the study of (Sharma et al, 2014) which indicated that occupational stress brings forth a hazardous impact not only on the nurse's mental health but also on their inability to cope with the job demands of giving

adequate attention to the patient. The finding also revealed that nursing personnel suffered from moderate to severe stress in the course of performing their job which negatively affects their mental health. In a similar finding, Tsaur and Tang (2012) study among Secondary School teachers revealed that there is an adverse effect of occupational stress on their mental health and the quality of organizational productivity. Furthermore, occupational stress has a pessimistic effect on physical health as well as psychological well-being and domestic's life which deviates from normal function. Other studies that collaborate with the study of Akintoye, (2012) indicated that occupational stress tends to have a harmful effect on all areas of life including physical, psychological, social, and intellectual and behaviour which in turn affect the employee's mental health. The finding of Ikonne, (2015) study contradicts the findings on the basis that job ambiguity, role conflict and work environment have a positive significant relationship on the employee's psychological well-being. This finding implies that employees need a certain level of stress to help them to improve their mental health. The finding of this hypothesis suggests that participants with high levels of occupational stress are more likely or prone to experience poor mental health and the effect that occupational stress has on the mental health of Federal Road Safety Personnel in Benue State Sector Command. Ajayi (2018) study is also in line with the findings of this study which revealed a significant negative influence of occupational stress on the mental health among bank employees in Nigeria. This finding collaborates with the findings of Ehiniwenna, Joseph and Godstime (2019), which revealed a significant negative influence of occupational stress on the psychological health of police officers. Furthermore, the finding of Sherma (2014) study also revealed a significant influence of occupational stress on psychological well-being among secondary school teachers. This finding collaborates with Akintayo (2012) study which indicates a significant relationship between occupational stress on psychological well-being among workers in manufacturing industries as well as Mahajnar (2011) and Adegoke (2014) on psychological well-being among Police officers in Southwest Nigeria. In a similar finding according to the study of Uzaina (2019) among 100 employees from public and private employees in India .revealed that occupational stress of public sector employees is higher than the private sector. This finding implies that private sector employees experienced higher l stress than the public sector. This finding is based on the fact that most private personnel tend to work hard to enable them earn more money unlike the public personnel who decide when to work because they have been paid by the government. This finding collaborate with the

finding of Dina (2019) which revealed that Librarians personnel who engage in other activities apart from their assigned primary duties are prone to experience more occupational stress than others who did not engage in other duties apart from their primary assigned duties.

Hypothesis two tested the main effect of sex different on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command. This study was tested using univariate analysis. The findings revealed that there was no significant main effect of sex different on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command. This finding means that being a male or female is not linked to the state of mental health of Federal Road Safety Corps personnel in Benue State Sector Command. This finding collaborates with the study of Ementa (2015) which revealed that there is no significant difference in perceived occupational stress about sex, work experience and marital status. On the contrary view, the study of Ojedokun (2014) revealed that women police officers experience poor psycho socio-emotional well-being than men counterparts and point to the assumption that women and men are so different in psycho-socio emotional well-being. and this tends to affect their mental health. This finding is similar to the study of Batton and Wright (2019) which indicated that the highest mental health knowledge was comprised of females and previously been identified as having worse mental health outcomes, especially correctional workers and communication officers and this may expose them to more sexualzsation, disrespect, sexually charged threat and violence than their male's counterpart which may in turn prone them to be aware of their emotional state and more able to report on the symptoms on a self-report.

Hypothesis three tested the main and the interaction effect of sex and cadre on the mental health of Federal Road Safety Corps Personnel in Benue State Sector Command. The Findings of this hypothesis showed that there was no significant main and interaction effect of sex and cadre on mental health of Federal Road Safety Corps Personnel in Benue State Sector Command; and the hypothesis was rejected. This finding goes contrarlly to that of Nneemeka (2019) which indicated that junior cadre workers usually complain about poor salaries and the prevalent high cost of living in the country. This may make the person experience depression that leads to poor mental health if an appropriate measure is not taken. This finding collaborates with the finding of Nskkas, Annen and Brand (2016) which showed that the superior military officers suffered less stressful jobs as compared to the recruits' lower cadre. This is because the recruit usually undergoes stressful training that

is more strenuous than the superior cadre which tends to affect their mental health The finding of Ramya and Mallika (2013) also revealed that occupational stress was medium and low and that demographic variables such as income, Cadre and work experience significantly influence the level of occupational stress on the employee's mental health. This finding also revealed that income cadre and work experience and demographic variables should be considered when dealing with occupational stress as it relates to the employee's mental health. The finding of this study is related to federal Road safety Corps personnel because the higher cadre of the personnel and the years of experience the better their mental health becomes. In the same finding, Affum-Osei et al (2014) revealed that employees with lower qualifications, and cadre experience high levels of occupational stress and highly educated employees can handle their occupational stress. This finding is related Federal Road Safety Corps personnel because the higher education qualification lead to a higher cadre and such personnel may have the resources to handle issues related to occupational stress in the courses of doing their duties as compared to the low-level cadre This finding also implies that the lower cadre of the workers tends to experience poor mental health more than the higher cadre. Also, sex and cadre joined together have no interaction effect on the mental health of Federal Road Safety Personnel in Benue State Sector Command.

Conclusion and Recommendations

In conclusion, this study investigated the influence of occupational stress and demographic factors on mental health of FederalRoad Safety Corps personnel in Benue State Sector Command and successfully revealed that occupational stress and its dimensions could be strong indicators that may affect Federal Road Safety Corps Personnel mental health if not properly managed.

The study therefore recommends that the management of Federal Road Safety Corps should organise a training programme designed to enhance the self-efficacy, coping strategies and social network of the personnel in order to cope with work stress or role strains. This is necessary because Federal Road Safety Corps personnel tend to work more hours in their daily activities and been deprieved for observing their one week off duties after their night duties. This could be achieved by reducing the working hours of the personnel and given them full one week off duties after engaged in strenuous activities to rest and refresh themselves against the task of the proceeding week.The management of

the Federal Road Safety Corps should also provide physical fitness programme to promote occupational health of Federal Road Safety Corps Personnel to enhance their physical and emotional well-being of those vthat are vulnerable to stress. The study further recommend that the management of Federal Road Safety Corps should pay serious attention to strenuous working condition, role overload, role ambiguity and role conflict which are strong factors that negatively affect the personnel mental health.This could be achieved through improving the working conditionon,, reducing work load and assigning job responsibility to conmpetent personnel.

Contributions to Knowledge

The study has given insight into the relationship and dynamics between occupational stress and demographic factors (sex and Cadre) which affect the mental health of Federal Road Safety Corps Personnel in Benue State Sector Command. Such insights provide some guidance in efforts aimed at improving the mental health of Federal Road Safety Corps Personnel in Benue State Sector Command.The finding of the study has also contributed to the body of existing literature, on the relationship between occupational stress and demographic factors and mental health of Federal Road Safety Corps Personnel. Aside from adding to the body of existing literature, this finding will also help at least to validate or refute existing assumptions along this line.The study further recommend that the management of Federal Road Safety Corps should pay less attention to the demographic factors as a a way to enhance the personnel mental health.

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