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Influence of Psychological Distress and Burnout on Quality of Life Among Road Safety Employees in Benue State Sector Command

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Abstract

This study investigated the influence of psychological distress and burnout on quality of life among Road Safety Employees in Benue State Sector Command. The study employed cross sectional and expost facto design where 200 participants consisting of 161 (80.5%) males, 37 (18.5%) females and 2 (1.0%) did not indicate their sex. Their ages ranged from 21-60 years with means age of 35.55 (SD=7.21). Kessler psychological Distress scale (K10), Maslach Burnout Inventory (MBI) and quality of Life Scale (WHOQOL) were used for data collection using Multistage, Stratified random and systematic sampling techniques. Statistical analysis involved the use of multiple regression. Findings indicated that, there was a significant negative influence of psychological distress and burnout on quality of life among Road Safety Employees in Benue State Sector Command. On individual basis, psychological distress had a significant negative on physical health, psychological health and social relationship, except for environmental mastery that proved to be insignificant. Furthermore, there was significant joint influence of burnout on the overall quality of life among Road Safety Employees in Benue State Sector Command. On individual basis, burnout significantly influenced physical health, psychological health, social relationship and environmental mastery. Finally, there was a significant joint influence of psychological distress and burnout on

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overall quality of life among Road safety employees in Benue State Sector Command. On the dimensions of quality of life, psychological distress and burnout jointly influenced physical health, psychological health, social relationship and environmental mastery dimensions of quality of life significantly. Based on the findings of this study, it was recommended that conscious efforts should be made to enhance quality of life among Road Safety Employees through reduction of psychological distress and burnout inherent among Road Safety Employees in Benue State Sector Command in particular and Nigeria at large.

Keywords: Psychological Distress, Burnout, Quality of Life, Road Safety Employees

INTRODUCTION

The problem of quality of life among Road Safety Employees is indeed a matter of concern that needs the attention of Government and relevant stakeholders. Road Safety Employees is a law enforcement agency and a lead agency in transport management that was established on 18th February, 1988 by the Federal Government of Nigeria with the mandate to ensure safety of life and property on the Nigeria roads. The quality of life of Road Safety Employees seems to be threatened due to their frequent exposure to high stressful situation in everyday activities that made them more vulnerable to vicarious trauma, compassion fatigue, emotional imbalance and harsh working environment which are all potential stress precursors that may affect their service delivery and health related quality of life (Burke, 1993). In addition, their work stress with administrative, bureaucratic and organization aspect may constantly exposure them to psychological distress and burnout hence affecting their quality of life negatively especially when taking care of traumatized victims of Road Accidents. Road Safety Employees are often exposed to situation that tasked their psychological well-being and persistence daily work experience. Thus, it is generally believe that Road Safety Employees job is inherently stressful because of the danger and unsavoury task they perform on every day work.

Psychological distress has been in existence for thousands of years. According to the book of job psychological distress is defined as someone who lost interest in things he used to like doing, become hopeless, withdraw, self-blaming, self-depreciating and had sleep disturbance (Kovac and Beck, 1978). It is also seen as the deviation from some objective

healthy state of being that is characterized of negative feeling of restlessness, depression, anger, anxiety, loneliness, isolation and problematic interpersonal relations (Burnelt & Mui, 1997). Psychological distress ranged from mild to extreme level being considered as mental illness such as schizoaffective disorder. This means that individual with mild psychological distress may easily be control whereas those with extreme condition that have stayed for long time may find it very difficult to control except they visit health clinic for intervention.

Burnout is a state of mental and physical exhaustion to excessive demand job like work load or time pressure and insufficient resources of being in control or having a variety of task (Demerouti, Bakker, Nachreiner & Schaufeli, 2001). It is a multi-dimensional variable that measured three component emotional exhaustion, depersonalization and personal accomplishment (Leed & Ashforth, 1990).The first component of burnout is emotional exhaustion. Emotional exhaustion refers to the feeling of being emotionally over-extended and drained as a result of being in contact with the people (Maslach & Leiter, 1997).The second component is depersonalization. This occurs after the individual is being exhausted and tend s to be a direct response to the stressors of the job. This component is also referred to the individual detachment from those who have contact with the people due to the nature of their profession (Maslach, Schaufeli & Leiter, 2000). The third component of the burnout is the feeling of reduced personal accomplishment. The individual in this stage reduce one's feeling of competent and successful achievement. They viewed themselves negatively both their ability to perform their job and have personal interaction with other people around them. This stage may make the individual to experience the condition of feeling of reduced personal accomplishment, trivialize the things they are used be successful and no longer feeling confident about their ability to make a different on their work and have good interaction with their colleagues (Maslach & Leiter, 1996).

Quality of life is defined as an individual's perception of their position in life in the context and value system in which they live and relation to their goals, expectation, values and concern incorporating physical health, psychological state and social relationship and salient features of the environment (Kuy, Orley, Hudelson & Sartorious 1994; WHO 1996). Quality of life is also defined as the collection of dimension that is both objective and subjective view about human existence (Lawton, 1997). Quality of life is goodness because it involves all the aspect of human experience about the necessity of life which is the wellbeing and the general measure of how happy and / or satisfied they are with their lives. Quality of life is also defined as the individual perception of their position in life in

the context of the culture and value system in which they live and relation to their goals, expectations, standard and concern (WOOQL GROUP, 1995). It is a multi-dimensional variable that consist of six domains (physical health, psychological health, social relationship, interdependence, environment and religious belief) with 100 items. The recent version of quality of life for the purpose of practical had four domains (physical health, psychological

Purpose of the study

This study focused on revealing the influence of psychological distress and Burnout on Quality of life among Road Safety Employees in Benue State Sector Command and aims to achieve this through the following objectives.

- To investigate whether there will be significant influence of psychological distress on quality of life (Physical health, psychological health, social relation and environment) among Road Safety Employees in Benue State Sector Command.
- To investigate whether there will be significant influence of burnout on quality of lie (Physical health, psychological health, social relation and environment) among Road Safety Employees in Benue State Sector Command.
- To investigate whether psychological distress and burnout will jointly significantly influence quality of life among Road Safety Employees in Benue State Sector Command.

Hypothesis

- There will be significant influence of psychological distress on quality of life among Road Safety Employees in Benue State Sector Command.
- There will be significant influence of burnout on quality of life among Road Safety Employees in Benue State Sector Command.
- psychological distress and burnout will significantly jointly influence quality of life among Road Safety Employees in Benue State Sector Command

METHODS

Research design

This study employed cross Sectional Survey and Expost Facto design. The rationale for the choice of the research design is based on the variations in the population of the participants , socio-cultural and personal characteristics such as age, sex, educational level, Tribe, religious etc. This design will be used to collect data and to attain to the research goals.

Participant/ Setting

The study was carried out among selected Road Safety Employees in Benue State Sector Command. Two hundred (200) copies of questionnaire were administered and one hundred and eighty four (184) were adequately filled. Participants were selected using multi-stage, stratified and systematic sampling techniques. The sample was made up of 161 male (80.5%) male, 37(18.5%) female, 142 single participants (71.0%), 50 separated (25.0%), 3 widow (1.5%) and 1 widower (.5%). Other include 120 tertiary (60.0%), 23 primary and post primary (11.5%), 38 others (19.0%);17 management staff (8.5%), 54 officer (27.0%), 128 Marshal (64.0%); 193 permanent staff (96.5%), 1 contract (.5) and 5 (temporary (2.5).

Instruments

Participants completed a set of questionnaires which has four Sections. Section A assesses the participant demographic information. Section B assesses the participant perceived Psychological Distress. Section C assesses their perceived burnout and Section D assesses their quality of life.

Kessler Psychological Distress developed by Kessler and Cope (2002) and was designed to assess sense and perceived psychological distress. The K10 is 10-items self-report measure administered in pencil and paper. K10 indicated that the respondents should endorse how sense and perceived psychological distress for the 10-items. A pilot study was conducted to check the adaptability of this scale to the population and after the items was analysed the 10-items were retained. Responses ranged from 1 to 5 in likert format with 1=. None of the time, 2=A little time, 3= Some of the time,4= Most of the time and 5= All of the time. The scale reported Cronbach Alpa of .805 in the pilot study and Kessler and Cope reported Cronbach Alpha of .89 of the original scale and.811 in the main study.

Maslach Burnout Inventory (MBI) developed by Maslach and Jackson (1980) was designed to measure perceived components of burnout (MBI) (emotional exhaustion, depersonalization and personal accomplishment). MBI is 25- items self-report measure administered in pencil and paper. MBI indicate that the respondents should endorse perceived burnout for the 25-items. A pilot study was conducted to check the adaptability of this scale to the population after the 25-items were analysed. and 25-items were retained. Respondents ranged from 1-4 in a likert format with 1=Daily, 2=frequently, 3= occasionally, 4=Never. The scale had Cronbach Alpha of .857 and .886 in the pilot and main study respectively. The scale initially had a Cronbach Alpha of .090 for emotional exhaustion .76 for depersonalization and personal Accomplishment. The scale reported Cronbach Alpha.076 to .90 and test retest reliability coefficient of .60 to .80 for the original scale and used Nigeria sample reported Cronbach Alpha of .86 and split reliability coefficient of .57 as well reported validity coefficient of .01 to .36.

Quality of Life (WHOQOL) developed by (Kuyken, Orley, Hudelson & Sartorius, 1994; WHO 1996 and validated by Nigeria sample (Sokoya, 1999) and designed to measure perceived quality of life (physical health, Psychological health, Social relationship and Environment). Quality of life scale is 26-items self-report measured administered in pencil and paper. Quality of life scale indicates that the respondents should endorse perceived quality of life for the 26-items. A pilot study was conducted to check the adaptability of this scale to the population after the 26-items were analysed and two items 3 and 4 were deleted while 24 were retained. Respondents ranged from Very Poor, Poor, Never Nor Good, Good, And Very Good for item 1. Item 2 ranged Very Dissatisfied, Dissatisfied, Neither Satisfied Nor Dissatisfied, Item 3 to 9 ranged Very Poor, Poor, Neither Poor Nor Good, Good And Very Good. Item 10 to 14 ranged from Not At All, A Little, Moderately, Mostly, Completely. Item 15 to 25 ranged from very poor, poor, neither poor nor good, good very good and finally Item 26 ranged never, seldom, quite often, very often and always. The scale initially reported Cronbach Alpha of .76 to .90 across domain and Cronbach Alpha .72 to .82 across related domain as original scale. The adopted version reported Cronbach Alpha of .938 for the pilot study and .907 for the main study.

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 thanked for their participation, debriefed and subsequently statistical procedure was carried out on the retrieved responses. Data collected were then analysed and interpreted.

Statistical Techniques

Data collected in the study were analysed Statistical Package for Social Science version (SPSS) version 20. Demographics were recorded and analysed. Hypothesis was tested using simple linear regression while hypothesis 2 and 3 used Standard Multiple regression.

RESULTS

Hypothesis 1 stated that there will be a significant influence of psychological distress on quality of life among Road Safety employees in Benue State command.

Table 1: Simple linear regression showing influence of psychological distress on quality of life among Road Safety employees in Benue State Sector Command

DV	Predictors	R	R^2	df	F	β	t	p
QoL (Overall)	Constant	.480	.231	1,189	56.71		25.70	.000
	Psychological distress					-.480	-7.53	.000
Physical health	Constant	.283	.080	1,187	16.25		32.96	.000
	Psychological distress					-.283	32.96	.000
Psych. Health	Constant	.300	.090	1,190	18.80		37.81	.000
	Psychological distress					-.300	-4.34	.000
Social relationships	Constant	.385	.148	1,191	33.174		15.90	.000
	Psychological distress					-.385	-5.76	.000
Environment	Constant	.091	.008	1,187	1.551	-.091	9.497	.000
	Psychological distress						-1.245	.215

The result presented in Table 1 showed that there is a significant negative influence of psychological distress on overall quality of life among Road Safety employees in Benue State Sector Command [R=.480, R^2=.231, F(1,189)=56.71, p<.001]. The result further revealed that psychological distress accounted for 23.1% of the total variance observed in quality of life of the Road Safety employees in Benue State Sector Command. Psychological distress significantly influenced physical health [R=.283, R^2=.080, F(1,187)=16.25, p<.001] accounting for 8.0% of the total variance in health; psychological health [R=.300, R^2=.090, F(1,190)=18.80, p<.001] accounting for 9.0% of the total variance in psychological health; and social relationships [R=.385, R^2=.148, F(1,191)=33.174, p<.001] accounting for 14.8%

of the total variance in social relationships respectively. Psychological distress however, did not.

Significantly influenced environmental mastery dimension of quality of life [R=.091, R^2=.008, F(1,187)=1.551, p>.05]. Based on this finding, hypothesis one was confirmed.

Hypothesis 2 stated that there will be a significant influence of burnout on quality of life among Road Safety employees in Benue State Sector Command.

Table 2: Standard multiple regression showing influence of burnout on quality of life among Road Safety employees in Benue State Sector Command

DV	Predictors	R	R2	df	F	P	β	t	p
QoL (Overall)	Constant	.562	.316	3,178	27.376	.000		18.34	.000
	Emotional exhaustion						-.414	-5.180	.000
	Depersonalization						-.235	-3.081	.002
	Personal accomplishment						.027	.355	.723
Physical health	Constant	.310	.096	3,178	6.322	.000		17.967	.000
	Emotional exhaustion						-.287	-3.132	.002
	Depersonalization						-.132	-1.509	.133
	Personal accomplishment						.225	2.602	.010
Psych. Health	Constant	.267	.071	3,178	4.549	.004		15.708	.000
	Emotional exhaustion						-.200	-2.149	.033
	Depersonalization						.103	1.160	.248
	Personal accomplishment						.274	3.127	.002
Social relations	Constant	.584	.341	3,178	30.709	.000		14.806	.000
	Emotional exhaustion						-.404	-5.155	.000
	Depersonalization						-.241	-3.215	.002
	Personal accomplishment						-.020	-.277	.782
Environment	Constant	.254	.049	3,178	4.084	.008		2.435	.016
	Emotional exhaustion						-.223	-2.386	.018
	Depersonalization						.210	2.350	.020
	Personal accomplishment						.171	1.944	.054

The result presented in Table 2 showed that there is a significant joint influence of burnout dimensions on the overall quality of life among Road Safety employees in Benue State Command [R=.562, R^2=.316, F(3,178)=27.376, p<.001]. Burnout accounted for 31.6% of the total variance observed in quality of life among Road Safety employees in Benue State Sector Command. The result further showed the individual contributions of the various dimensions of burnout to overall quality of life. It indicated that emotional exhaustion made the highest significant negative contribution (β=-.414, t=-5.180, p<.001) followed by depersonalization (β=-.235, t=-3.081, p<.01) while personal accomplishment made no significant contribution to the model (β=.027, t=.355, p>.05) respectively.

On the dimensions of quality of life, the results showed that burnout significantly influenced physical health [R=.310, R^2=.096, F(3,178)=6.322, p<.001]. Burnout dimensions jointly accounted for 9.6% of the total variance in physical health of the Road Safety Employees. Individually, emotional exhaustion dimension of burnout contributed the highest significant negative influence in physical health (β=-.287, t=-3.132, p<.01), followed by personal accomplishment with positive influence (β=.225, t=2.602, p<.01) while depersonalization had no significant influence (β=-.132, t=-1.509, p>.05) respectively.

Also on the dimensions of quality of life, the results showed that burnout significantly influenced psychological health [R=.267, R^2=.071, F(3,178)=4.549, p<.01]. Burnout dimensions jointly accounted for 7.1% of the total variance in psychological health of the Road Safety officers. Individually, personal accomplishment dimension of burnout contributed the highest significant positive influence in psychological health (β=.274, t=3.127, p<.01), followed by emotional exhaustion with negative influence (β=-.200, t=-2.149, p<.05) while depersonalization had no significant influence (β=.103, t=1.160, p>.05) respectively.

Furthermore, the results showed that burnout significantly influenced social relationships [R=.584, R^2=.341, F(3,178)=30.709, p<.001]. Burnout dimensions jointly accounted for 34.1% of the total variance in social relationships of the Road Safety officers. Individually, emotional exhaustion dimension of burnout contributed the highest significant negative influence in social relationships (β=-.404, t=-5.155, p<.01), followed by depersonalization with negative influence (β=-.241, t=-3.215, p<.05) while personal

accomplishment did not contribute any significant influence (β=-.202, t=-2.277, p>.05) respectively.

Finally, the result showed that burnout significantly influenced environmental mastery dimension of quality of life significantly [R=.254, R^2=.064, F(3,178)=4.084, p<.01]. Burnout accounted for 6.4% of the total variance observed in environmental mastery dimension of quality of life. Individually, emotional exhaustion dimension of burnout contributed the highest significant negative influence in environmental mastery (β=-.223, t=-2.386, p<.05), followed by depersonalization with positive influence (β=.210, t=2.350, p<.05) and personal accomplishment (β=.171, t=1.944, p<.05) respectively. Based on these results, hypothesis two was confirmed.

Hypothesis 3 stated that psychological distress and burnout will jointly influence quality of life among Road Safety employees in Benue State Sector Command.

Table 3: Standard multiple regression showing joint influence of psychological distress and burnout on quality of life among Road Safety employees in Benue State Sector Command

DV	Predictors	R	R2	df	F	P	B	t	p
QoL (Overall)	Constant	.697	.485	4,177	41.736	.000		22.250	.000
	Psychological distress						-.428	-7.639	.000
	Emotional exhaustion						-.305	-4.296	.000
	Depersonalization						-.202	-3.033	.003
	Personal accomplishment						-.094	-1.397	.164
Physical health	Constant	.376	.141	4,177	7.277	.000		17.743	.000
	Psychological distress						-.220	-3.043	.003
	Emotional exhaustion						-.231	-2.526	.012
	Depersonalization						-.115	-1.340	.182
	Personal accomplishment						.163	1.873	.063
Psych. Health	Constant	3.72	.138	4,177	7.101	.000		16.164	.000
	Psychological distress						-.269	-3.712	.000
	Emotional exhaustion						-.131	-1.432	.154

	Depersonalization						.124	1.442	.15
	Personal accomplishment						.198	2.275	.024
Social relations	Constant	.665	.443	4,177	35.148	.000		16.878	.000
	Psychological distress						-.332	-5.681	.000
	Emotional exhaustion						-.320	-4.331	.000
	Depersonalization						-.215	-3.105	.002
	Personal accomplishment						-.144	-1.626	.106
Environment	Constant	.261	.068	4,177	3.224	.014		2.538	.012
	Psychological distress						-.062	-.817	.415
	Emotional exhaustion						-.207	-2.170	.031
	Depersonalization						.214	2.396	.018
	Personal accomplishment						.154	1.696	.092

The result presented in Table 3 showed that there is a significant joint influence of psychological distress and burnout on the overall quality of life among Road Safety employees in Benue State Sector Command [R=.697, R^2=.485, F(4,177)=41.736, p<.001]. Psychological distress and burnout jointly accounted for 69.7% of the total variance observed in overall quality of life among Road Safety employees in Benue State Sector Command. The result further showed the individually, psychological distress made the highest significant contribution to the influence in overall quality of life of the Road Safety Employees (β=-.428, t=-7.639, p<.001), followed by emotional exhaustion dimension of burnout (β=-.305, t=-4.296, p<.001), and depersonalization (β=-.202, t=-3.003, p<.01), while personal accomplishment made no significant contribution to the model (β=-.094, t=-1.397, p>.05) respectively. Hypothesis three was therefore, confirmed.

On the dimensions of quality of life, the results showed that psychological distress and burnout jointly influenced physical health significantly [R=.376, R^2=.141, F(4,177)=7.277, p<.001]. The variables jointly accounted for 14.1% of the total variance in physical health of the Road Safety Employees. Individually, psychological distress (β=-.220, t=-3.043, p<.01) and emotional exhaustion (β=-.231, t=-2.526, p<.05) made significant negative contributions to physical health dimension of quality of life while and depersonalization (β=-.115, t=-1.340, p>.01) and personal accomplishment (β=.163, t=1.873, p>.05) made no significant contribution to the model respectively.

Also, the results showed that psychological distress and burnout jointly influenced psychological health significantly [R=.372, R^2=.138, F(4,177)=7.101, p<.001]. The variables jointly accounted for 13.8% of the total variance in psychological health of the Road Safety Employees. Individually, only psychological distress negatively (β=-.269, t=-3.712, p<.001) and personal accomplishment (β=.198, t=2.275, p<.05) significantly contributed to the variance in psychological health while emotional exhaustion (β=-.131, t=-1.432, p>.05) and depersonalization (β=.124, t=1.442, p>.05) did not make any significant contribution to the variance in psychological health respectively.

Furthermore, the results showed that psychological distress and burnout jointly influenced social relationships significantly [R=.665, R^2=.443, F(4,177)=35.148, p<.001]. The variables jointly accounted for 44.3% of the total variance in social relationships of the Road Safety officers. Individually, psychological distress (β=-.332, t=-5.681, p<.001); emotional exhaustion dimension of burnout (β=-.320, t=-4.331, p<.001) and depersonalization (β=-.215, t=-3.105, p<.01) all made significant negative contributions to the variance in social relationships respectively among the Road Safety Employees.

Finally, the result showed that psychological distress and burnout jointly influenced environmental mastery dimension of quality of life significantly [R=.261, R^2=.068, F(4,177)=3.224, p<.05]. Psychological distress and burnout jointly accounted for 6.8% of the total variance observed in environmental mastery dimension of quality of life. Individually, result showed that emotional exhaustion dimension of burnout (β=-.207, t=-2.170, p<.05) and depersonalization (β=.214, t=2.396, p<.05) made significant contributions to the total variance in environmental mastery of the Road Safety Employees while psychological distress (β=-.062, t=-.817, p>.05) and personal accomplishment (β=.154, t=1.696, p>.05) did not significantly contribute to the total variance in environmental mastery dimension of quality of life of the Road Safety employees in Benue State Sector Command. Based on this finding, hypothesis three was also confirmed.

DISCUSSION

Hypothesis one stated that there will be significant influence of psychological distresses on quality of life among Road Safety Employees in Benue State Sector Command. The hypothesis was tested using simple linear regression. The results of the tested hypothesis revealed that there was significant negative influence of psychological distress on quality of

life among Road Safety Employees in Benue State Sector Command.The result of the hypothesis is supported by (Mohammad, Hossen, Motaghi and Pisheh (2011); Ellias (1962). According to Cole and Smith (2004) police officers experienced high level of psychological distress which resulted to their low quality of life.

On the dimensions of quality of life, psychological distress significantly negatively influenced physical health quality of life among Road Safety Employees. The finding also revealed that physical disruption of one's normal behavior and the pressure from work negatively affects their quality of life.

On the dimensions of environment, the study revealed that, there was no significant influence of psychological distress on environmental quality of life among Road Safety Employees. This implies that, psychological distress is one of the least factors to be considered among Road Safety Employees on quality of life.

Hypothesis two stated that there will be significant influence of burnout on quality of life among Road Safety Employees in Benue State Sector Command. The result of the study was confirmed. This implies that, burnout dimensions significantly influences the overall quality of life among Road Safety Employees. This finding confirmed the study of (Backteman, 2013) among Sweden Employees which revealed that male's officers are more exposed to more difficult and demanding job than female's counterpart such as night duty and special operations. This does not mean that female officers have been exempted from such function assignment completely. This study further revealed that emotional exhaustion dimension of burnout mostly influenced quality of life among Road Safety Employees and followed by depersonalization. The study of Mutkins (2011) on Australia Employees had found negative influence on the working quality of life. This finding is in line with the study of Zomorodi (2003) which revealed that, depersonalization dimension of burnout significantly influence the quality of life. This implies that, when the Employees get exhausted from been working, burnout syndrome set in and this may affect the quality of their life if adequate measure is not taken.

Finally, this study revealed that there was no significant influence of dimension of personal accomplishment of on the quality of life among Road Safety Employees. This implies that personal accomplishment is one of the least factors that may influence their quality of life.

Hypothesis three stated that there will be significant joint influence of psychological distress and burnout on quality of life among Road Safety Employees was confirmed.. This

hypothesis was tested using standard multiple regression. The result of the findings indicated that was significant negative influence of psychological distress and burnout on quality of life among Road Safety Employees in Benue State Sector Command. The finding of this study is supported Petru (2015). On the dimension of quality of life, the result showed that, there was significant and joint influence of psychological distress and burnout on physical health quality of life among Road Safety Employees. This implies that, Psychological distress and burnout are important factors to be considered among Road Safety employees on quality of life. According to this finding, employees are psychologically distress and burdened due to disruption of their pattern of behavior caused by individual faulty thoughts..

Furthermore, the result of the finding revealed that, there was significant and joint influence of psychological distress and burnout on psychological quality of life among Road Safety Employees (Patel, Moitra, Momin, Kantharia, 2012; Newfield, Hart, Dibble and Kohler, 2006).

In addition, the result of the study showed that, there was significant and joint influenced of psychological distress and burnout on social relationship quality of life among Road Safety Employees. This implies that, psychological distress and burnout are important factor to be considered among Road Safety Employees on quality of life.

Finally, the result of this study showed that psychological distress and burnout jointly influenced environmental quality of life among Road Safety Employees. This findings was supported by (Geethu, Neveen, Deepthi, Ramakrishna, Carol, Alex and Prudhui, 2016) which showed negative influence of psychological distress and burnout on environmental quality of life. According to them all aspect of environment were not adequately provided. For instance, the conditions of health and recreational facilities were found to be poor among the Employees.

CONCLUSION

In conclusion, the study focused on understanding the influence of psychological distress and burnout on the quality of life among Road Safety Employees in Benue State Sector Command and has successful revealed that factors such as high level of stress, maladaptive behaviour, demanding job, depression, anxiety, poor environment and low motivation of

the employees could be the strong indicators of their poor quality of life (Ellias, 1962; Mohammed, Hossen, Motaghi and Pisheh, 2011).

The study recommends that attention of researchers and health professionals should be drawn to to quality of life of the Road Safety Employees in the country especially those who predisposed to experiencing psychological distress and burnout due to the nature of their job which is stressful and demanding. Furthermore policy makers in the field of mental health should ensure that there is adequate and proper mental health and general health services for Road Safety Employees with indication of psychological distress and burnout. It is believed that this population will benefit from the services of Clinical Psychology especially in the area of stress management and behaviour modification. Finally, it is suggested that future researchers should focus on the factors that may enhance the employee's quality of life.

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