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HEALTHY LIFESTYLE AND ICT PROFICIENCY AS PREDICTORS OF NATIONAL SERVICE PERFORMANCE AMONG CORPS MEMBERS IN SHANGA LOCAL GOVERNMENT AREA, KEBBI STATE.

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Abstract

The study investigated Healthy Lifestyle and ICT Proficiency as predictors of National Service Performance among corps members in Shanga Local Government Area of Kebbi State. The study employed Cross-sectional survey design were 103 participants (corps members) comprising of 38 (36.9%) males and 65 (63.1%) females. Their ages ranged from 20-28years with a mean age of 25.32 (SD=1.99). For the purpose of data collection, the Health Enhancement Lifestyle Profile Screener, Technology Literacy Skills Questionnaire and the Job Performance Scale were used. Statistical analysis involved the use of Multiple regression. Findings indicated that healthy lifestyle significantly predicted National Service Performance among corps members in Shanga. Also, the findings showed that ICT proficiency was also deemed a significant predictor of National Service performance. Lastly, healthy lifestyle and ICT proficiency were significant joint predictors of National Service performance among corps members in Shanga. It was recommended that Training, seminars and workshops should be organized with the sole aim of instilling ICT skills and lifestyle pattern that will keep corps members on the right track to perform optimally during their service year.

Keywords: Healthy Lifestyle, ICT, Proficiency, Service, Performance.

Introduction

The National Youth Service Corps (NYSC) scheme was created by Decree No. 24 of 22nd May, 1973 in a bid to reconstruct, reconcile and rebuild the country after the Nigerian civil war. The scheme was established with a view to encourage and develop common ties among the youths of Nigeria for the promotion of national unity. In addition, the purpose of the scheme is primarily to inculcate in Nigerian youths the spirit of selfless services to the community and to emphasize the spirit of oneness and brother-hood of all Nigerians,

irrespective of cultural and social background. The scheme operates with orientation camps in all the 36 states of the federation including the Federal Capital Territory (FCT), Abuja. The age range of the participants in the scheme is between 18 and 30 years (Momoh, 2004). As from 1st July 1977, it became mandatory for all Nigerian graduates from institutions of higher learning both at home and abroad to participate in the National Youth Service Corps Scheme except for those served with exception certificate on ground of age or any other reason (Wikipedia, 2012). In 1983, the Federal Government formulated a National Youth Policy (NYP) to accord Nigerian youth recognition so that they can accept responsibilities and fulfil their obligations to the State as well as orient them for patriotic service to the nation. The NYP policy was to be implemented through: Youth Employment Scheme; general welfare and development; Youth Award Scheme; Youth Organisation and National Youth Service Corps (MAMSER, 1987). In 1993, the Gen. Babangida administration repealed the National Youth Service Corps Decree No24 and replaced it with Decree No51 of 16th June 1993. However, the main objectives of the scheme were not affected by the new decree. Hence, graduates of universities and later polytechnics have been required to take part in the National Youth Service Corps programme for one year. This is known as National Service year. In doing this, successive graduates of tertiary institutions are posted to States other than their state of origin. They are expected to mix with people of other tribes, social and family backgrounds, to learn the culture of the indigenes in the place they are posted to (Wikipedia, 2012). These corps members are posted to educational, military, agricultural, health and other service organisations where they answer their clarion call. Many corpers end up teaching while a few serve other office purposes. A lot of factors have hindered the achievement of the main target of the NYSC programme. One of these factors is the performance of corps members in their places of primary assignment during the service year. This programme came in after the civil war with unity and reconciliation as its target for the Nigerian society, however, the recent re-emergence of the plight pursued by MASSOB, IPOB and other movements agitating for the offshoot and independence of the Biafran state has clearly indicated the failure of the NYSC programme in re-uniting the minds of the Nigerian youths towards “One Nigeria”. It is apparent that the aim and objectives of the programme cannot be achieved without accounting for the factors that can hinder the performance of corps members during their service year.

The performance of employees is one of most essential elements of organizational research that has been considered as a significant indicator for an effective organization. Thus, the success of any organization is dependent on the good performance of its employee (Colquitt, LePine & Wesson, 2010). Like other sectors, the National Service sector is also dependent on the good performance of its corps members just as the quality of an educational process is influenced by teachers’ job performance. Therefore, since over 70% of Corpers are posted to the educational sector, effective job performance of a teacher is essential for improvement of educational system as whole and students achievement in particular (Yusoff, Khan, & Azam, 2013). Once declared as an essential element, a debate starts on how to conceptualize performance. In this regard, the main issue as addressed by researchers (e.g., Borman, 2004; Campbell, McHenry & Wise, 1990) is the definition of those behaviours of employees which constitute good performance. Traditionally, such behaviours are related to the performing of core activities of job (Campbell, 1990) but later on it has been expanded to diverge behavioural aspects which are not only related to core activities but also related to activities other than core (Cai & Lin, 2006). In this way, it was argued that the job performance should not only measure the core activities (task performance) but also other activities (contextual performance) in order to grasp this concept in a holistic way (Motowidlo, 2003). The core activities include procedural and declarative knowledge, ability,

experience and technical tasks involved in the job (Cai & Lin, 2006; Griffin, Neal & Neale, 2000), whereas the contextual activities are not related to the technical core but support the organizational and social environment (Borman & Brush, 1993) by focusing on factors like morality, job dedication and cooperation (Cai & Lin, 2006). However, a lot of factors are known to affect the level of performance imbibed by corps members when posted for youth service in other states. These factors include; adaptation and coping with the new environment, personal taste of where to serve, urban/rural preferences, career choices, employer's attitude and host of other indices. Due to the aforementioned factors, corps members relocate, redeploy, relax on the job, receive queries and just a few percent of every Batch of corps members engage and commit fully to their PPAs, just few embark on personal and community project as a show of their performance and contribution to the development of the immediate community where they serve. This has posed a lot of questions and doubts about the efficiency and effectiveness of the NYSC programme.

One of the factors implicated in the prediction of job performance is the health lifestyle of the employee. Lifestyle refers to the way in which someone lives, including the place they live in, the things they own, the kind of job they do and the activities they enjoy. In a broad sense, lifestyle includes also one's beliefs. Berg described two conceptions of lifestyle. In the first one it has three levels: values, attitudes and actions. In the second conception, lifestyle includes differences in the actions of everyday life. Hence, lifestyle refers to individual habits such as smoking, diet, physical exercise and alcohol consumption. In this paper, the term healthy lifestyle will mean habits that promote an individual's health and psycho-physical fitness (Berg, 2001). There is wide scientific evidence of the positive effects of a healthy diet, regular exercise, rest and relaxation and other elements of a healthy lifestyle on health and general performance of everyday activities. A growing corpus of research shows that a worker's lifestyle has an important impact on the work process as well. A healthy lifestyle may reduce absenteeism and improve employee's performance (Tillmann & Beard, 2001). Despite the fact that some empirical studies have not detected any association between lifestyle and job stress; which reduces performance (Bugajska, Widerszal-Bazyl, Radkovicz, Pasierski, Szulczyk, Zabek, Wojciechowska & Jedryka-Goral, 2008) there are many studies that have confirmed that a healthier lifestyle reduces occupational stress and increases employee's performance on the job (DeFrank, Konopaske & Ivanchevich, 2000; Quick, Gavin, Cooper & Quick, 2000; Neck & Cooper, 2000). Unhealthy life practices like alcohol consumption, sleepiness and others are known to increase the risk of work accidents. Meanwhile, healthy lifestyle is related to work safety. Unhealthy lifestyle might lead to the state of chronic stress. Obesity due to unhealthy diets can cause low morale and difficulty in carrying out events in the four cardinal points of the NYSC such as the Man O' War and Parade. Symptoms of stress that increase the risk of work accidents, reduced performance and dissatisfaction with job are irritability, fatigue, headache, apathy, anxiety, depression, exaggeration, insomnia or sleepiness, exhaustion amongst others (Božič, 2003). Such physiological and psychological effects of stress due to unhealthy habits might have particularly negative effects in the executions of national assignments among corps members.

Another factor that has shown an impact on performance of employees is the level of proficiency in Information and Communication Technology (ICT). ICT proficiency refers to that efficient process of creating, processing, storage, retrieval and dissemination of information and data using computers and telecommunications (Akpan, 2008). In education, it involves the application of digital equipment to all aspects of teaching and learning. Thus, ICT encompasses a combination of technologies for collecting, storing, processing, communicating and delivering of information related to teaching and learning processes

(Johnson, 2007). Onuma (2007) reports that ICT can be used to enhance teaching effectiveness, prepare lesson plan, collect and analyze students' achievement. An effective and efficient teacher is one who does things right, attempts to solve job-related problems, avoid waste of resources and ensures quality output. Thus, curriculum contents could be enriched through searches on the internet. For Corpsers to carry out their job efficiently and effectively especially in this age of knowledge-based technology and globalization, the use of information and communication technology (ICT) becomes imperative. Teachers who succeed in making use of ICT in their work processes do not only contribute to improved learning outcomes in their students, but also benefit personally from enhanced work productivity (Carlson & Gadio, 2002). The use of ICT has been found by researchers to improve job efficiency and effectiveness of teachers. Wheeler (2000) discovered in his study that, the use of ICT improves efficiency in educational process and effects changes in teaching methodology, assessment of learning, student tracking, communication and evaluation. Thus, the use of ICT by teachers reduces workload (Omenyi, Aju & Odimegwu, 2007). Also in support of this finding, Balanskat, Blamire and Kefala (2006) reported that ICT is being increasingly used by teachers in their day-to-day work leading to increased efficiency in planning and preparation of work. Similarly, Holdich (2002) reported that ICT programs like web-based and computer-based analysis of written works save the time the teacher spend in marking students' scripts. Thus, in this era of information and communication technology, institutions should start investing in modern educational technologies which will provide innovative learning environment where both teachers and students could move beyond the limits of school building for information, interaction and enrichment. According to Becta (2004) ICT equips teachers with new innovations in education and in teaching and research. In a study conducted by Omenyi, Agu and Odimegwu (2007), it was found that on the average, teachers feel that ICT have helped them to increase their classroom efficiency. They also discovered in their study that teachers' perception of their increased job efficiency was associated with the level of ICT competence possessed by the teachers. This finding suggests that ICT is effective in providing educational delivery to students. Advances in emerging information and communication technologies (ICTs) have created new opportunities in terms of globalization, acculturation, knowledge creation and widespread diffusion of new practices. Moreover, these opportunities have transformed individuals' thinking, behaviours, communication patterns, working habits and life styles (UNESCO, 2002). Because of the tremendous increase in the volume and circulation of knowledge, it is getting harder and harder to keep up. Therefore, individuals' competencies and skills should change in order to survive in the knowledge era since they are now expected to know better how to reach critical information, use the knowledge they have, and create new knowledge through reconfiguring their existing skills. Therefore, in line with the main objective of NYSC programme, corps members are a segment of the society that is making significant contributions to the development of Nigeria, as such the urgent need for them to acquire this skills is paramount. Meanwhile a careful perusal of scholarly literature reveals that, corps members are neglected in various studies on their health lifestyle, ICT competence and primary assignment performance. Therefore, the present study seeks to investigate Healthy Lifestyle and ICT Proficiency as predictors of National Service Performance among Corps members in Shanga Local Government Area, Kebbi State.

Healthy Lifestyle and Performance

Another research carried out by Womoh, Owusu & Addo (2013) examined the impact of health and safety policies on employee's performance in the Ghana's Timber Industry and a case study approach was adopted for the study. The main data collection instruments used were interview and questionnaire. Statistical tools involved the use of Pearson correlation;

adopted to assess the relationship between investment in health and safety and employee's performance. The result showed that health and safety measures put up by the company positively correlated with employees' performance despite that the correlation is weak. There was also an inverse relationship between reducing the number of accidents and injuries through health and safety promotions and employees performance. From the findings, it was concluded that organizations need to pay much attention to their health and safety measures since apart from the fact that in other jurisdictions it is backed by law and is mandatory, it is classified as an existence need for which other motivational factors meant to improve employees' performance revolves.

Nurcan and Güngör (2016) investigated healthy lifestyle behaviours and self-efficacy levels of health professionals working at primary healthcare institutions. The study was descriptive and relational. All health professionals working at various primary care units of a city were invited to the study (428 health professionals) and the study was conducted with 379 health professionals who accepted to participate (participation rate was 88.5%). Turkish version of The Healthy Lifestyle Behaviours Scale which was validated and Self Efficacy Scale were used. Results of the health professionals, who were included in the study, 68.3% were women; mean age was 32.30 ± 4.65 years, 33.2% were midwives, 23.7% were doctors, 22.2% were nurses and 20.8% were from other professional groups. Average score of health personnel of the Healthy Lifestyle Behaviours Scale was 128.55 ± 21.3 and total average score of the Self Efficacy Scale was 66.53 ± 14.80 . Among the individuals included in the study, average scale scores were higher in those ≥ 35 years old, living in an extended family, working for at least 16 years and not suffering from any chronic diseases.

Yusuf, Eliyana and Sari (2012) investigated the influence of Occupational Safety and Health (OSH) on Performance with Job Satisfaction as an intervening variable among production employees in PT Mahakarya Rotanindo, Gresik. This research employed a quantitative approach that focuses on research hypothesis testing to produce generalizable conclusions by means of path analysis. Data were obtained for the research using questionnaire. In this study there were three variables; the occupational safety and health (X variable), employees' performance (Y variable) and employees' job satisfaction as the intervening Z variable. Their results showed that OSH has a significant effect on job satisfaction with a significance value of CR 0.009. Coefficient sign with the positive standard value of 0.351 indicated that as OSH increase, job satisfaction would also increase. Job satisfaction had a significant intervening effect on employees' performance as it's have a significance value of CR 0.000. Sign of coefficient that have a positive standard value of 0.430 showed that an increase in job satisfaction would also increase employee's performance. OSH also had a significant effect on performance with a significance value of CR 0.004. Coefficient sign with the positive standard value of 0.343 indicates that as OSH increase, then employees' performance would also increase. In overall, these results showed that all the hypotheses could be accepted.

Iheanacho and Ebitu (2016) investigated the effects of industrial safety and health on employees' job performance in selected companies which include UNICEM, Dangote Plc. The study revolved around industrial safety/health strategies and productivity, together with relationships among employees, customers and management and how it affects turnover. To this end, a survey research design was adopted and a sample size of 100 staff was randomly selected for the study. The Pearson Moment correlation coefficient was used for the hypotheses tests. The result of the tests revealed that, there is a significant relationship between industrial safety/health and employee job performance. It was recommended that, employers should ensure adequate industrial safety/health strategies management in order to

protect the lives of its employees at work place thereby reducing employee turnover and promoting staff performance.

Agbola (2012) conducted a study on the impact of health and safety management on employee safety at the Ghana Ports and Harbour Authority. The purpose of this study was to examine the Safety and Health Management Systems (SHMS) implemented by the GPHA, assess the effectiveness of these measures in reducing accidents and death and evaluate impact of accidents and work-related illnesses on their employee's safety at work and performance. The results revealed that, an organization who fraught with poor health and safety management practices, poor training in safety know-how, lack of information on dangerous chemicals and hazardous materials, lack of monitoring and enforcement of safety rules, unavailability of essential safety equipments has adverse effects on employees and organizational performance. He further recommended that, GPHA must increase education and create awareness of the importance of health and safety; ensure collection and storage of data for effective monitoring and evaluation of safety performance.

Nabirye (2010) examined the relationships between occupational stress, job satisfaction and job performance among hospital nurses in Kampala City, Uganda. The objectives were to establish whether personal background characteristics affect the relationships between occupational stress, job satisfaction and job performance. To examine whether there is a difference in levels of occupational stress, job satisfaction and job performance by type of hospital. A non-experimental correlational design was used in the study. A total of 333 nurses from four hospitals completed the Nurse Stress Index, the Job Satisfaction Survey and the Six-Dimensional Scale of Nurse Performance scales. Study findings demonstrated that there were significant differences in levels of occupational stress, job satisfaction and job performance between the public and private not-for-profit hospitals. Nurses in the public hospital reported higher levels of occupational stress and lower levels of job satisfaction and performance. There were significant negative relationships between occupational stress and job performance and between occupational stress and job satisfaction. Nursing experience, type of hospital and number of children had a statistically significant relationship with occupational stress, job satisfaction and job performance. Type of hospital (public versus private), ward (obstetrics/gynecology versus other ward types) and job satisfaction were significant predictors of self-rated quality of job performance. Job satisfaction was shown to mediate the relationship between occupational stress and job performance. Some important recommendations for the study were also made.

ICT Proficiency and Performance

Akpan (2014) sought to find out the influence of ICT competence on lecturers' Job Efficacy in two Nigerian universities. Two hypotheses were formulated to guide the study. The sample of the study consisted of 500 university teachers randomly sampled from a population of 1,795 teachers. Data for the study were collected using ICT Competence and Job Efficacy Questionnaire (ICTCJEQ). The data were analyzed using Chi-square and One-way Analysis of variance (ANOVA) statistical techniques. The results of the study revealed that male and female lecturers did not differ significantly in their level of ICT competence. Lecturers with high ICT competence were found to be more efficacious in classroom instruction, research/publication, communication and recordkeeping than those with moderate and low ICT competence. The findings of this study revealed that, the level of ICT competence of lecturers significantly enhanced their job efficacy. Premised on these findings, it was recommended that lecturers should be well motivated to develop their ICT competence as this has been found to improve job efficacy for high productivity. University management

should encourage lecturers to participate in ICT training programs and ICT facilities should be provided in lecturers' offices to enhance their job efficacy.

Kaluyu, Wambugu and Oduor (2015) investigated the impact of level of quality management ICT skills on job performance among university Quality Assurance Officers in Kenya. A descriptive design study, using a sample of 132 Quality Assurance Officers and university managers was done. A questionnaire was used to collect information. The study tools were acceptable at a reliability coefficient of 0.07, while the margin of error in calculations was acceptable at $\alpha=0.05$. The findings showed that, there was a significant effect of ICT skills for quality management on job performance. It was hoped that, training institutions and university managers will take appropriate measures to develop staff in this field so as to enhance their productivity and in the long run provide quality higher education. Hence, the following hypotheses were postulated:

- i. Healthy Lifestyle will significantly predict performance of National service among corps members in Shanga local government area of Kebbi state.
- ii. ICT proficiency will significantly predict performance of National service among corps members in Shanga local government area of Kebbi state.
- iii. Healthy Lifestyle and ICT proficiency will jointly predict performance of National service among corps members in Shanga local government area of Kebbi state.

Design

Method

The present study adopted the Cross-sectional survey design to investigate healthy lifestyle and ICT Proficiency as predictors of National Service Performance among corps members. The independent variables are Healthy lifestyle and ICT proficiency while the dependent variable is National Service Performance.

Participants

The study was conducted among 103 participants consisting of 38 (36.9%) males and 65 (63.1%) females. Their ages ranged from 20-28years with a mean age of 25.32years (SD=1.99). In terms of their religion, 85 (82.5%) were Christians while 18 (17.5%) were Muslims. As for their ethnic groups, 10 (9.7%) were Hausa, 39 (37.9%) were Yoruba, 26 (25.2%) were Igbo while the remaining 28 (27.2%) were from other ethnic groups. In terms of their educational qualification, 74 (71.8%) were degree holders, 29 (28.2%) were HND holders. Considering their place of primary assignment, 55 (53.4%) were serving in secondary schools, 45 (43.7%) were serving in primary schools while the remaining 3 (2.9%) were serving in the hospital. Lastly, 33 (32%) were 2017 batch A stream 1 corps members, 3 were 2017 batch A stream 2 corps members, 39 (37.9%) were 2016 batch B stream 1 corps members while the remaining 28 (27.2%) corps members.

Instruments/Measures

- i.** Healthy lifestyle was measured using the Health Enhancement Lifestyle Profile Screener developed by Hwang and Peralta (2015). This scale is a 15-item scale measured on a YES or NO response format. A Cronbach alpha of .74 was obtained by the author while a test-retest reliability of .93 was obtained. The present study obtained an alpha coefficient of .59. Sample of items include; “I frequently monitor my health (e.g., blood pressure, blood sugar, body weight)” “I frequently read the nutrition facts labels of food products before buying/eating them”.
- ii.** ICT proficiency was measured using the Technology Literacy Skills questionnaire developed by Misirli and Akbulut (2013). This scale is a 21-item scale with Cronbach alpha ranging from .57-.87. The present study obtained an alpha coefficient of .51. Sample of items include; “I can use search engines effectively e.g., Google, Yahoo, Bing” “I can prepare a document by using a word processing program”.
- iii.** National Service performance was measured using Job performance scale developed by Goodman & Svyantek (1999). The scale is a 25-item scale with a response format of 2 (always) 1 (atimes) and 0 (never). The scale has a Cronbach alpha of .82. The present study obtained an alpha coefficient of .81. Sample of items include; “I achieve the objectives of my job.” “I meet the criteria for performance in my serving organisation”.

Procedure

The study was conducted among corps members serving in Shanga Local government area of Kebbi state. Ethical approval was obtained from the local government inspector and informed consent sought from the participants before administration of the questionnaire. The administration was carried out at the Corper’s Main Lodges. They were instructed not to

identify themselves in anyway. A total of 105 copies of the questionnaire were administered and only 103 representing a return rate of 98.1% was found useful for statistical analysis.

Data Analysis

Data were analysed using Multiple Regression to examine healthy life style and ICT proficiency as predictors of National Service performance among corps members in Shanga local government area. The independent variables were Healthy lifestyle and ICT proficiency while the dependent variable was National Service performance.

Results

Table 1: Multiple Regression showing Healthy Lifestyle and ICT proficiency as predictors of National Service Performance among Corps Members in Shanga Local government area.

Variables	R	R ²	F	β	t	Sig.
Constant	.537	.288	19.633		-.777	.000
Healthy lifestyle				.443	4.94	.000
ICT proficiency				.202	2.25	.027

Dependent variable: National Service Performance

Table 1 above shows that there was a significant joint influence of healthy lifestyle and ICT proficiency on national service performance among corps members in Shanga local government area $R=.537$, $R^2=.288$, $F(2,97)=19.633$, $p<.05$. On independent basis, it was revealed that healthy lifestyle ($\beta=.443$, $p<.05$) and ICT proficiency ($\beta=.202$, $p<.05$) significantly predicted national service performance among corps members in Shanga local government area.

Discussion

Hypothesis one was tested to find out if healthy lifestyle will significantly predict National Service performance among corps members in Shanga local government area. Findings indicated that healthy lifestyle was a significant predictor of National Service performance among corps members. This finding hence implies that, the healthier one's lifestyle is, the more the increase in the performance of National Service. This finding is thus in agreement with that of Womoh, Owusu and Addo (2013) who found that reducing the number of accidents and injuries through health and safety promotions can improve employee's performance. Similarly, Iheanacho and Ebitu (2016) revealed that there is a significant relationship between industrial safety/health and employee job performance. Agbola (2012) revealed that, an organization who fraught with poor health and safety management practices, poor training in safety know-how, lack of information on dangerous chemicals and hazardous materials, lack of monitoring and enforcement of safety rules, unavailability of essential safety equipments has adverse effects on employees and organizational performance.

Hypothesis two was tested to find out if ICT proficiency will significantly predict National Service performance among corps members in Shanga local government area. Results showed that ICT proficiency was a significant predictor of National Service performance among corps members in Shanga local government area. This findings thus implies that, those with proficiency skills in ICT will have an enhance rate of performance in National Service. This is in line with Akpan (2014) who revealed that, the level of ICT competence of lecturers significantly enhanced their job efficacy. Also, Kaluyu, Wambugu

and Oduor (2015) investigated the impact of the level of quality management ICT skills on job performance; their findings indicated that there was a significant effect of ICT skills for quality management on job performance.

Hypothesis three was tested to find out if healthy lifestyle and ICT proficiency will jointly predict National Service performance among corps members in Shanga local government area. Findings indicated that healthy lifestyle and ICT proficiency significantly predicted National Service performance. These findings implies that, corps members with a healthy lifestyle and ICT skills are highly predisposed to perform high in their national duties. However, it is unfortunate that there exist dearth of literature on the joint influence of healthy lifestyle and ICT proficiency on job/service performance.

Implications of the Study

The finding from hypothesis one implies that, managers/employers will experience lower rate of performance on the job from corps members who imbibe unhealthy lifestyles. This indicates that, corps members with unhealthy lifestyle will be more likely to record high rate of absenteeism; an indication of low performance on the job due to health issues.

The finding from hypothesis two implies that, corps members with little or no ICT skills will measure low on Service performance due to advancement via the introduction and use of technologies in modern offices of work. Also, much resource will be required for ICT training among employees at every organisation.

The finding from hypothesis three implies that, managers view of its selection process will take a new direction, hence the traits to be required of employees is not just the computer literacy skills but a combination of it and a healthy lifestyle pattern among other characteristic of the individual.

Recommendations

Based on the findings of the present study, the following recommendations were made:

- i. The influence of unhealthy lifestyle on national service performance should be implored in subsequent studies among corps members.
- ii. A larger sample size should be implored in investigating the study variables so that the span of generalizability will be widened.
- iii. Managers/employers should enhance their job prescription by adopting healthy life style pattern and ICT proficiency as major features of employees to be employed as they were shown to significantly predict service performance.
- iv. Training, Seminars, Orientation and Workshops should be organized with the sole aim of instilling ICT skills and lifestyle pattern that will keep corps members on the right track to perform well during their service year.
- v. The federal government under the platform of National youth Service Corps should make ICT training and health services should be free of charge for corps members. This will in the long-run provide a healthy life and technology skills that will enhance their performance during their 12months of compulsory service to the nation.

Limitations of the Study

Despite efforts by the researcher to avoid possible shortcomings for the study, the present study is not devoid of limitations. The sample employed was too small to generalize the result on all corps members. The use of questionnaire was also a limitation as the respondents could

easily falsify their responses in order to present a good impression. The use of a cross-sectional survey design for the study also offers a shortcoming in that causal inferences cannot be made. Due to dearth of literature as a result of lack of effort from researchers in this context, there were no sufficient literatures to back up the discussions on the third hypothesis in the study.

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