



Psychosocial Antecedents of Psychological Wellbeing of Local Government Employees

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Received 5 September 2019 ▪ Revised 18 November 2019 ▪ Accepted 10 December 2019

Abstract

Psychological wellbeing among local government employees has continued to be a source of concern to psychologists and concerned stakeholders in Nigeria. It is in this light that this study examined the predictive role of family dynamics, social support and resilience on psychological wellbeing among local government employees in Ibadan. A total number of two hundred and ninety-six (N=296, Male = 86, Female = 197, M=38.87, SD=9.47) constitute the respondents which were selected using purposive sampling technique. A structured questionnaire consisted of demographics and scales were used to collect data in this study. Result showed that there was significant positive relationship between resilience, social support family dynamic and psychological wellbeing. There was joint prediction of resilience, social support and family support existed on psychological wellbeing. The study therefore recommends that trained Psychologists should develop psychological intervention programs tailored toward resilience, social support and family dynamic which invariably would improve psychological wellbeing.

Keywords: psychological wellbeing, family dynamics, social support, resilience, local government workers.

1. Introduction

Psychological wellbeing of employees have continued to receive increased research attention among scholars (e.g. Adejuwon & Oladeye, 2013; Bada, 2013; Ajala & Bolanriwa, 2015; Saka, Odunjo-Saka & Oladejo 2018; Adejuwon, Adekunle & Ojeniran, 2018; Onuoha & Akintola 2018). This may be because an employee who is not mentally or physically fit at work would contribute negatively to the workplace which in the long run affects the productivity of the organisation. According to Diener (1997) psychological well-being refers to how people evaluate their lives in terms of cognition, emotion or feelings. It expresses the frequency with which people experience pleasant or unpleasant moods and emotions, which have a positive or negative effect. Thus, people experience level of subjective wellbeing even if they do not often consciously think about it, and the psychological system offers virtually a constant evaluation of what is happening to them. Psychological well-being can also be defined in terms of internal experience of the respondents and perception of their lives (Harter, Schmidt & Keyes, 2002).

Psychological well-being is also a subjective term that means different things to different people. Though there are times in most people's lives when they are not mentally and emotionally at their best, but if they experience a positive state of psychological wellbeing, it then means that these people are able to cope with their problems effectively. This state of being has an effect on a person's physical health. These construct (psychological wellbeing) indicators attempts to understand people's evaluations of their minds and lives. Two broad psychological traditions have historically been employed to explore psychological well-being. The hedonic view equates psychological well-being with happiness and is often operationalized as the balance between positive and negative affect (Ryan & Deci, 2001; Ryff, 1989b). The eudemonic perspective, on the other hand, assesses how well people are living in relation to their true selves (Waterman, 1993). Ryff (2014) further conceptualized psychological well-being as a six dimensions of psychological wellbeing namely; self-acceptance, positive relation with others, personal growth, purpose in life, environmental mastery, and autonomy. All of these dimensions can be considered as key components that make up a balanced psychological well-being.

In recent time, the psychological wellbeing of workers of local government employees has continued to deteriorate on a day to day basis (Ajala & Bolanriwa, 2015). cursory observation by the researcher shown that, workers in local government is faced with a lot of challenges, in the course of carrying out their primary assignments. These challenges occur as a result of a sharp rise in job demand, multiple roles played by this set of employees. Many workers are faced with a lot of problem in the course of discharging their duties, which results to work stress, emanating mostly from the tedious demands of their work, and of course, hamper the psychological well-being of local government workers because they struggle to cope with pressure from each angle (Saidu, 2013). According to Emmanuel and Odusanya (2015), the challenges of psychological wellbeing among local government workers still remain a serious issue that need urgent attention, due to the rigorous work load, pressure and multiple roles assigned to them in their place of work which has make most of them unhappy with this situation. Most local government workers always spend a longer time attending to people; and in this process deteriorate their own health condition. The risk attached to the job coupled with the fact that they are not been paid well make them unhappy, and feel unsatisfied which invariable deteriorate their psychological wellbeing. The need to look into the psychological wellbeing of local government workers cannot be overemphasized due to its negative consequences on the individual, organization, community and the country at large.

Family dynamics refers to the patterns of relating, or interactions, between family members. In this study, family dynamics refers to the ways in which family members relate with one another. The family is the basic unit in most social organizations. It may vary in form or nature across cultures but it performs basically the same fundamental functions. According to Maisamari (2006), the institution of marriage which the family is built upon has its origin from God. Families often faced with some challenges especially during interaction with one another. The different in orientation from members of family could affect one interact in the family which invariably can affect the psychological wellbeing of local government workers.

On the other hand, social support is also considered relevant in this study. In this light, social support refers to degree to which a person's basic social needs are met through interaction with other people (Terrence, Amick & Judith, 2004). It has also been defined as the assistance or comfort to other people to help them cope with a variety of problems. Social support as a construct comes from interpersonal relationships, family members, neighbors, religious groups and friends. This support provides positive effect in times of stress (Sambu, 2015). It can be said that when local government workers receive no support either from friends, family and significant others they could experience poor psychological wellbeing at work. DiCorcia and Tronick (2011) define resilience as the capacity to withstand, regulate and cope with ongoing life challenges and succeeds in maintaining equilibrium despite negative effects from stress. Liu Chang, Fu, Wang and Wang

(2012) define resilience as the positive psychological capacity to bounce back from and beyond failure and adversity to achieve success. Resilience is tremendously influenced by a person's environment. According to Kobasa (2014) there are three elements that appear to be essential for an effective stress mindset to exist; these are a challenge, personal control and commitment. Local government workers who is not resilience enough to face job and other related stress in the work place might tends to have negative emotions toward this challenges to the extent that it could make such workers to have an unhealthy psychological wellbeing.it is from this background that this study examine the predictive role of family dynamic, resilience and social support on psychological wellbeing among local government workers.

Studies have investigated factors such as social support, religious affiliation and educational attainment (Bada, Balogun & Adejuwon, 2013), social support and personality traits (Adejuwon, Adekunle & Ojeniran, 2018), organisational justice (Ajala & Bolanriwa, 2015), loneliness and social support (Mefoh & Ezeah, 2016), job attitude (Bakker, 2015), emotional labour (Cheung, Tang & Tanf, 2011), psycho-education intervention (Bada, 2013), personality (Okhakume & Aguiyi, 2012) as an antecedents of psychological wellbeing . However, a cursory observation of these studies, especially in relation to local government workers, revealed that the aforementioned factors such as burnout, personality traits, social support and organizational justice may not be the only important predictors of psychological wellbeing. Other important predictors of psychological wellbeing in Nigeria may include family dynamic, social support and resilience. Hence, a gap exists in literature which this present study hopes to fill. As a result, the aim of this study is to expand the literature in the areas of psychological well-being with regards to other factors that have not been previously and jointly examined as possible predictors of psychological well-being of local government workers particularly in Nigeria. Also, most of the past studies especially in Nigeria (Bada, Balogun & Adejuwon, 2013; Mefoh, Odo Ezeh & Ezeah, 2016; Bada; Okhakume & Aguiyi, 2012; Akindele-Oscar, & Obasan, 2017) that have researched on psychological wellbeing focused on females, prisoners, teachers and undergraduates students with few studies, if any on psychological wellbeing among local government workers especially in Ibadan metropolis.

Drawing upon from the Ryff's Model of Well Being Ryff (1989) which stated that when life experiences are pleasing and satisfying to an individual they tends to be satisfied and happy with themselves, establish and relate well with people. In this context, we argue that local government who is not pleased with his or her life experience would not be happy with self and other around him or her. It is on this note, therefore, that this study sought to examine family dynamic, social support and resilience as predictors of psychological wellbeing among local government employees/workers in Ibadan, Nigeria.

1.1 Empirical review

1.1.1 Family dynamic and psychological wellbeing

Igbolo, Agbor, Jeffrey Salami and Chira (2017) examined the impact of family and social support on the health of people in Calabar Metropolis, Cross River State. Findings from the research showed that there was a significant positive relationship between family and friend's relationship on the health and well-being of individuals. In another circumstance, Uwaifo (2014) examine the effects of family interaction on psychological wellbeing of workers in a manufacturing company. The results showed that there was significant relationship between single-parent family and those from two-parent family structures. Adesehinwa (2013) assess the effects of inter-relationship between family relationship and psychological wellbeing of students. Analysis of the data indicated that significant relationship exists between family relationship and psychological wellbeing. Gilligan, Suito, Nam, Routh, Rurka and Con (2017) examined Family Networks and Psychological Well-Being. The study found a significant relationship between family networks and

psychological wellbeing among the sampled respondents. Adikwu (2014) investigate on how various family factors predict psychological wellbeing among 235 students. The findings show family interaction does not influence psychological wellbeing among the sampled respondents. Adewuyi (2009) examined family relationship and psychological wellbeing in Lagos State civil servants. The study found that there is a significant relationship between family relationship and psychological wellbeing. Uche (2012) carried out a study on family relationship and psychological wellbeing of students. The study found that there is no significant relationship between family relationship and psychological wellbeing.

1.1.2 Social support and psychological wellbeing

Mefoh, Odo, Ezeh and Ezeah (2016) examined the roles of loneliness and social support as predictors of psychological well-being in awaiting-trial inmates. The results showed that loneliness and social support were significant predictors of psychological well-being. In an empirical analysis, Olanrewaju, Leah and Olagoke (2015) investigated into the family social support and socio-economic status as determinants of psychological wellbeing among the aged in Oyo North, Nigeria. The findings showed that the psychological wellbeing among aged is significantly correlated with family social support. Bada, Balogun and Adejuwon (2013) examine the influence of social support, religion and education on psychological wellbeing among 109 female partners of prisoners in Ibadan, Nigeria. The result revealed that there was significant difference between the psychological wellbeing of partners with low social support and high social support among the sampled respondents. Khumsaen, Aoup-Por and Thammachak (2012) examining the relationship between personal characteristics, coping style, and social support on psychological wellbeing among Thai PLWHA, the findings confirmed social support was a statistically significant predictor of psychological wellbeing. Ilevbare, Idehen and Ilevbare (2016) examined the influence of psychosocial factors on the quality of life of diabetics' patients at Obafemi Awolowo university teaching hospital Ile Ife, Osun State, Nigeria. The findings showed a significant relationship between emotional social support and quality of life of the diabetic patients. In another study, Kalpana (2016) examined the association between Perceived Social Support (PSS) and Psychological Well-Being (PWB). The results indicated that PSS has a significant positive correlation with PWB indicating that the higher the level of PSS, the higher the level of PWB. Soulsby and Bennett (2015) examine to what extent this relationship between psychological wellbeing can be explained by perceived social support. The result found that perceived social support did emerge as a significant influence on psychological wellbeing.

1.1.3 Resilience and psychological wellbeing

Tansey, Bezyak and Kaya (2016) examine the impact of resilience on psychological wellbeing. The result revealed that participant who reported high resilience has better psychological wellbeing than participant who report low resilience. Ristevska-Dimitrovska, Rajchanovska, Stefanovski and Dejanova (2015) examine resilience and quality of life. The study found that quality of life was positively correlated with the levels of resilience. Yazdi-Ravandi, Taslimi, Saberi, Shams, Osanlo, Nori and Haghparast, (2013) examine the role of resilience on psychological wellbeing of patients with pain disorders. The result showed that resilience significantly influence psychological wellbeing. Meng-Yao LiuLie and Wang (2016) examined the effects of resilience on quality of life among Chinese bladder cancer patients. The result showed that resilience accounted for 30.3 % variance of quality of life. Olu-Daniels and Nwibere (2014) examined the relationship between resilience on psychological wellbeing. The findings revealed a positive and significant relationship between resilience and psychological wellbeing. Ibe and Olori (2016) examined resilience on psychological wellbeing among selected fast food companies in Port Harcourt, Nigeria. The findings showed that resilience have a strong relationship on psychological

wellbeing. Lian and Tam (2014) examined the role of resilience on psychological wellbeing among Working Females. It was found that positive correlation existed between resilience and psychological wellbeing.

2. Methods

2.1 *Design*

The study adopted the cross-sectional survey research design. The reason why this design was adopted is because the study wants to investigate the relationship between variables with the use of a questionnaire without manipulating the variables. The independent variables are family dynamic, social support and resilience while the dependent variable is psychological wellbeing.

2.2 *Participants*

A total of two hundred and ninety-six (296) participated in the study. Respondent gender showed that majority 197 (66.6%) were females while 86 (29.1%) were males. The mean age is 38.87 with SD of 9.47. In terms of marital status 61 (20.6%) were single, 181 (61.1%) were married, 15 (5.1%) are divorced, 10 (3.4%) are separated while 7 (2.4%) are widowed. Respondent religion affiliation showed that 99 (33.4%) are Muslim while majority 172 (58.1%) are Christian, 12 (4.1%) practice traditional while 4 (1.4%) other religion. Respondent education qualification showed that 7 (2.4%) have Primary/Secondary, 69 (23.3%) have NCE/OND, 142 (48.0%) have Degree/HND, 51 (17.2%) have M.Sc. while 22 (7.4%) have PhD. Respondent monthly income revealed that 13 (4.4%) earn 5,000-20,000, 86 (29.1%) earn 21,000-55,000, majority 159 (53.7%) earn 56,000 – 120,000 while 26 (8.8%) earn 120,000 and above. Their rank showed that 45 (15.2%) are junior staff, 177 (59.8%) are middle staff, 62 (20.9) are senior staff. Finally, respondent length of service revealed that 74 (25.0%) have used 0-5 years, 154 (52.0%) have used 6-10 years, 44 (14.9%) have used 11-15 years, 17 (5.7%) have used above 15 years and above.

2.3 *Sampling technique*

The study used a purposive sampling technique. Purposive sampling is the procedure in which the investigator identifies individuals who are considered to be typical of the population and select them as the sample. Therefore, the researcher only recruits civil servants who volunteer within the study area.

2.4 *Measures*

The instrument for the collection of data was a structured questionnaire, which consist of socio demographic data and four standardized scales.

2.4.1 *Psychological Well-being Scale*

Psychological wellbeing was measured using the 18 item Psychological Well-Being Scale (PWB-S) developed by Ryff (1995). This scale is a structured, self-report instrument based on the six dimensions of psychological well-being: Autonomy, environmental mastery, personal growth, positive relationships with others, purpose in life and self-acceptance. The scale is 18-item scale. Some items on the scale are: “I tend to be influenced by people with strong opinion”, and “I am quite good at managing the many responsibilities of my daily life”. Each item will be responded

using a 5-point Likert scale format ranging from (1) strongly disagree to (5) strongly agree. Some of the items are reversely scored: 1, 5, 9, 10, 12, 13, 15, 18. The psychometric properties of the six dimensions as reported by Ryff which ranges from .86 to .93. Mefoh, Odo and Ezeh (2016) revalidate this scale using 71 prisoners from Nigerian prison Nsukka. The reliability analysis of the pilot study shows Cronbach's alpha of self-acceptance .72, positive relations .50, autonomy .46, environmental mastery .60, purpose in life .62 and personal growth .57. Also, the reliability coefficient of the composite variables is .87. In this study a Cronbach Alpha of .81 was reported.

2.4.2 Family Dynamics Scale

Family dynamic was measured using the 16 item brief family relationship Scale adapted from the Family environment scale that was developed by Moos and Moos (1994). The scale consists of three subscales which are Cohesion, Expressiveness, and Conflict subscales. The scale will be scored on a three semantic anchor Likert – type response format ranging from 3 - a lot, 2 - somewhat, 3 - not at all. The items in the scale include “In our family we lose our tempers a lot” and “in our family we really help and support each other”. The author report a reliability coefficient for each sub scale of Cohesion (M=15.73, SD=2.70, $\alpha = .83$) Conflict (M=13.06, SD=2.51, $\alpha = .80$) and Expressiveness (M=5.97, SD=1.47, $\alpha = .65$) and for the full scale of BFRS (M=34.76, SD=5.53, $\alpha = .88$) was also reported. In this study a Cronbach Alpha of .79 was gotten.

2.4.3 Social Support Scale

This section was measured using the 12 items Multidimensional Scale of Perceived Social Support developed by Zimet, Dahlem, Zimet and Farley (1988). The scale is intended to measure the extent to which an individual perceives social support from three sources: Significant Others (SO), Family (FA) and Friends (FR). The MSPSS is a brief, easy to administer self-report questionnaire which contains twelve items rated on a seven-point Likert-type scale with scores ranging from “very strongly disagree” (1) to “very strongly agree” (7). The MSPSS has proven to be psychometrically sound in diverse samples and to have good internal reliability and test-retest reliability, and robust factorial validity. The reliability of the scale was .91. These values indicate a good internal consistency for the scale as a whole and for the three subscales. The norm for this scale was established among 154 people with mean age=26.5 years, SD=7.4. But for the purpose of this study, scores below the mean was classified as low while scores above the mean was classified as high. In this study a Cronbach Alpha of .85 was reported.

2.4.3 Resilience Scale

This section was measured with the resilience scale. The scale was originally developed by Wagnild and Young (1993), it was later revalidated in Nigeria by Oladipo and Idemudia (2015), in order to be suitable for use in Nigeria. The scale initially was 25 item but Oladipo and Idemudia, reduce the scale to 22 item because two of the item are not cultural relevant in Nigeria. The 22 items was used in this study, with responses ranging from “strongly disagree” (1) to “strongly agree” (7). Scoring and interpretation was in the following pattern: 25-100 very low resilience; 101-115 low resilience; 116- 130 moderately low resilience; 131-145 moderately high resilience; 145-160 high resilience; 161- 175 very high resilience. The norm for this scale was established among 284 undergraduate student with mean M=130.99, SD=26.45. The researcher only considered participants with high and low resilience but using the mean score to differentiate those above the mean as having a high resilience and those below the mean as having low resilience. Wagnild and Young (1993) reported Cronbach Alpha of .91 for the scale. Oladipo and Idemudia (2015) also reported a Cronbach Alpha of .86. In this study a Cronbach Alpha of .88 was reported.

2.5 Procedure

Prior to the administration of questionnaires, the required permissions were obtained from the local government authorities. Thereafter, the researcher seek for the assistance of a research assistant who was adequately trained on method of data collecting and also informed him the purpose and rationale of the study. The researchers also inform the participants that their responses would be confidential and would only be used for the purpose of the study. Furthermore, the respondents were also informed that the research poses no physical, psychological, or emotional harms and that they are free to withdraw from the study anytime they feel like doing so. After observing the ethical guidelines, the researcher distributed a total number of three hundred (300) copies of questionnaires across the two local governments at various point in time. The filling of the questionnaires were completed by the respondents during the closing period which was coordinated by the researcher and research assistant. Some participants even took their questionnaire home and return it the next day where the researcher was on ground to collect back those who took the questionnaire home. A total number of two hundred and ninety six (296) was retrieved while six (6) copies of questionnaire were not returned. The field work spanned for a period of 2 weeks from Akinyele local government and Ibadan north local government areas in Ibadan, Oyo State.

2.6 Method of data analysis

The collected data was analyzed using the Statistical Package for Social Sciences (SPSS) version 24. Descriptive and inferential statics was used for the analysis of the data collected from the respondents. The descriptive statistic was used to analyze the demographic variable while the inferential statistic was used to test the hypotheses in this study. Hypothesis one was tested using zero-order correlation while hypothesis two was tested using multiple regression all at 0.05 level of significance.

3. Results

3.1 Hypothesis one

There will be significant positive relationship between resilience, social support family support and psychological wellbeing among civil servants. Zero order correlation analysis was used to test the hypothesis. The result is presented in Table 1.

Table 1. Zero Order Correlation between Resilience, Family dynamic, Social support, Social demographics and Psychological wellbeing

	1	2	3	4	5	6	7	8	9	Mean	SD
1 Resilience	-									104.63	24.75
2 Social support	.682**	-								56.57	15.88
3 Family dynamic	.700**	.668**	-							57.27	11.06
4 Age	.009	.045	-.016	-						38.87	9.47
5 Marital status	-.033	.033	.011	.537**	-					1.98	.81
6 Gender	-.012	.036	.046	-.008	.202**	-				1.70	.46
7 Religion	-.074	-.003	-.038	.007	.066	-.078	-			1.72	.61
8 Educational qualification	.013	-.053	-.011	.544**	.183**	.048	.045	-		3.04	.90
9 Length of service	-.075	-.047	-.079	.626**	.305**	.009	.033	.585**	-	2.01	.80
10 Psychological wellbeing	.437**	.226**	.316**	.005	.033	-.001	.177**	.079	-.063	71.75	15.13

* $p < .05$ ** $p < .01$

The result from table 1 shows that there was significant positive relationship between resilience and psychological wellbeing ($r = .437, p < .01$). Meaning that increase in resilience among local government workers tends to increase in psychological wellbeing. Also, there was significant positive relationship between social support and psychological wellbeing ($r = .226, p < .01$). This implies that increase in social support tends to increase in psychological wellbeing among participants. Finally, there was significant positive relationship between family dynamics and psychological wellbeing ($r = .316, p < .01$). this also means that increase in family dynamic tends to increase in psychological well-being. The stated hypothesis is therefore accepted.

3.2 Hypothesis two

There will be significant joint and independent prediction of resilience, social support and family support on psychological wellbeing among civil servants. Multiple regression analysis was used to test the hypothesis. The result is presented in Tables 2.

Table 2. Summary of Multiple Regression table showing joint and independent prediction of resilience, social support and family support on psychological wellbeing among Local Government workers

Variables	β	t	P	R	R ²	F	p
Resilience	.492	6.155	< .01				
Social support	-.164	-2.136	< .05	.451	.204	24.911	< .01
Family dynamic	.082	1.041	> .05				

From Table 2 above the results indicate that, there was significant joint prediction of resilience, social support and family support on psychological wellbeing [$R^2 = .204, F(3,292) = 24.911, p < .01$]. The result also indicates that 20.4% variance of psychological wellbeing among Local Government workers is accounted for by resilience, social support and family support. From the same table resilience ($\beta = .492$) and social support ($\beta = -.164$) independently predicted psychological wellbeing among participants. However, family dynamic ($\beta = .082$) did not independently predict psychological wellbeing among Local Government workers. The hypothesis was confirmed.

4. Discussion

The study examined the predictive role of family dynamic, social support and resilience on psychological wellbeing among local government workers. From the first hypothesis the result revealed that there was significant positive relationship between resilience and psychological wellbeing. Also, there was significant positive relationship between social support and psychological wellbeing and finally, there was significant positive relationship between family dynamics and psychological wellbeing. The study findings collaborated the work of Igbolo, Agbor, Jeffrey Salami and Chira (2017) who found that was a significant positive relationship between family and friend's relationship on the health and well-being of individuals. The study was also in line with Sood and Bakhshi (2012) who found that Perceived social support was significantly related with psychological well-being among the sampled respondent. Also, Lian and Tam (2014) concluded that positive correlation existed between resilience and psychological wellbeing. The reasons why this findings was so maybe unconnected with the fact that Nigeria workers naturally cope and adjust well with stress coupled with the fact that they enjoy a relatively stable family dynamic in form of social support which all these put together help workers have a better psychological wellbeing.

The second hypothesis also found that there was there was significant joint prediction of resilience, social support and family support on psychological wellbeing while only resilience and social support have independent prediction on psychological wellbeing. The study finding was in accordance with Olu-Daniels and Nwibere (2014), who examined the influence between family dynamics, social support and resilience and psychological wellbeing. The findings revealed a joint influence of family dynamics, social support and resilience resilience and psychological wellbeing. Yet another similar study done by Ilevbare, Idehen and Ilevbare (2016), examined the influence of psychosocial factors on the quality of life of diabetics' patients. The findings showed a significant relationship between emotional social support and quality of life of the diabetic patients. The reasons why this finding was so maybe because the collection of personal resources couple with external resources tends to collectively improve the psychological wellbeing of local government workers in Nigeria.

5. Conclusion

Based on the findings of the study, it was concluded that when local government workers have a higher resilience it tends to increase their psychological wellbeing. It was also concluded that increase in family dynamic tends to increase in workers psychological wellbeing. We also concluded that increase in social support tends to increase in psychological wellbeing. Finally, there was also joint prediction of social support, resilience and family dynamic on psychological wellbeing among local government workers.

6. Implication and recommendations

The study results have some practical and theoretical implications. Practically, this study has shown that local government workers psychological wellbeing is predicted by family dynamic, social support and resilience. Hence the psychological wellbeing of these workers would continue to suffer if these psychological variables are not given adequate attention. In order to improve the psychological well-being of this set of individual in Nigeria, psychologists should design an intervention program tailored toward promoting family dynamic, social support and resilience which invariably would improve workers psychological wellbeing. Theoretically, the findings of this study has corroborated Ryff's Model of Well Being (1989) which stated that when life experiences are pleasing and satisfying to an individual they tends to be satisfied and happy with themselves, and of course establish and relate well with people. The present study has been able to extend the applicability of the theory to local government workers in Nigeria. This is because the study has been able to justify that having a stable wellbeing is determined by some psychological factors such as family dynamic, resilience, and social support. Based on these implications, we recommended that psychologists should develop psychological intervention programs such as stress management training, family counseling tailored resilience, social support and family dynamic which invariably would could help improve psychological wellbeing among local government workers in Oyo State and Nigeria as a whole.

7. Limitation and suggestion for further studies

This present study is faced with some limitations, firstly any study that is conducted within a limited scope of study have the challenge of generalizability of the results. This study inclusive, therefore the finding of this study may be argued to be relevant within the scope of setting of this study; this is because the participants of this study were drawn from two local governments in Ibadan, Oyo State, therefore generalizability of the study findings to all local government workers in Nigeria maybe done with caution. Data were collected in this study using

self-report questionnaires which often tends to bias findings due to social desirability effect of the respondents. Finally, this study only examined the predictive role of three psychological factors (resilience, family dynamic and social support) on psychological wellbeing. The three predictors jointly contributed only 20.4% variance in psychological wellbeing among local government workers, suggesting that other variables, not considered in this study, may account for the remaining 79.6%. It is advised that future studies should take into consideration large sample size that cuts across different local government in Nigeria. Also, future research can also improve the method of data collection such as using qualitative method such as interview, focus group discussion and observational method. Future study can also investigate more psychosocial variables that can influence psychological wellbeing among local government employees.

Acknowledgements: We appreciate local government employees in Ibadan for taking their time to participate in this important study.

Funding: This research did not receive any specific grant from funding agencies in the public, commercial, or not-for-profit sectors.

Declaration of interest: We declare that we have no conflict of interest.

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