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Health and Safety Information Provision, work-related stress and Research Productivity of teaching Librarians in Nigerian Universities

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Abstract

Health and safety in any occupation is an important factor in attaining high productivity. Publishing is an issue that elicits instant reaction among academics in Nigerian universities. Study adopted the survey research design. The population consisted of*2,310 lecturers in Federal Universities in South-West, Nigeria. Proportionate stratified sampling technique was used to select 372 lecturers. Structured questionnaire was used for data collection. Data collected were analyzed using descriptive and inferential statistics. Findings revealed that health and safety information positively and significantly influenced research productivity ($R^2 = 0.724$, $\beta = 0.468$, $t = 4.118$, $p < .05$). Physiological stress had negative significant influence on research productivity ($R^2 = 0.600$, $\beta = -0.255$, $t = -2.758$, $p < .05$). Psychological stress had no significant influence on research productivity ($R^2 = 0.600$, $\beta = -0.110$, $t = -0.942$, $p > 0.05$). External stress had negative significant influence on research productivity of lecturers ($R^2 = 0.600$, $\beta = -0.279$, $t = -0.146$, $p < .05$). Study concluded that health and safety information promote research productivity while job stress decreases research productivity of lecturers. It was recommended that university management should intensify effort in providing health and safety information for lecturers and workload should be reduced.*

Key words: *Health, safety information, Librarians, Job stress, Lecturer, universities, Nigeria.*

1.1 Introduction

The health and safety of lecturers (teaching librarians) is a very significant issue to consider with relation to the attainment of high research productivity. Although, there have not been much research on health and safety in university system, hence, it is pertinent for a university to provide information and put in place occupational health policies and programmes that are concerned with protecting lecturers' safety and avoid hazards in a workplace. It is important to understand what motivates lecturers in terms of safeguarding their health and safety and extent to which the university environment and other contextual variables affect research productivity. Publishing is an issue that elicits instant reaction among

academics in Nigerian universities. Recognition and advancement of individual academic staff members depend largely on the quantity and quality of their research publications which are communicated in form of journal articles, technical reports, books, conference proceedings and other types of publications. The 'publish or perish' syndrome has become an established phenomenon in the universities.

Publications are important to the extent that the rate and volume of published materials are determinants of research productivity, and have been found to have a positive correlation to promotion. The number of articles published in scientific journals commonly measures the performance of lecturers. Publishing research articles in peer reviewed journals is ranked as most important factor that adds to the dignity of a lecturer. It is important to recognize that scholarly writing of publishable articles is a gradual process that should be guided by personal commitment and discipline. Ocholla (2016) opine that since academic or scholarly journals are the main conveyors of knowledge or research output, they often undergo rigorous evaluation leading to their ranking both in national and international level. Therefore, publishing is no longer optional but mandatory to an aspiring scientist in both developed and developing countries. Employees' health is determined by a variety of different factors. It has been observed that healthy workplace environment is a prerequisite for sustainable development and social well-being for optimum productivity. There is a need for lecturers to understand the exposure to safety risks in a workplace and what the harmful consequences could be.

A safe and healthy workplace only occurs when there is a planned and systematic approach to manage risks. The importance of the workplace in protecting and promoting health and safety is to ensure healthy behaviour for workers. The physical work environment hazards can threaten the health and safety of lecturers, these hazards need to be recognized, assessed, minimized and controlled. A healthy workplace environment is ideal to maintaining a positive outcome in a stressful atmosphere. The most important thing that can influence employee motivation, health and happiness, and how productive and efficient they can be is their working environment.

To be healthy does not only constitute as needing medical attention, it could also be the outlook of the workplace especially office conditions and even the surroundings, and also occupational health and safety of the employees. A supportive workplace environment can trigger positive job attitudes and behaviours of workers at workplace and can also influence performance. A healthy workplace environment improves productivity, reduces turnover and absenteeism. Provision of health and safety information for employees in a workplace is important for employers in other to improve job productivity. According to WHO (2015), 60% of related factors to individual health and quality of life as well as lack of information are correlated to lifestyle. Millions of people follow an unhealthy lifestyle; hence, they encounter illness, disability and even death. Problems like metabolic diseases, joint and skeletal problems, cardio-vascular diseases, hypertension, overweight, diabetes, violence and so on, can be caused by an unhealthy lifestyle. WHO also reports that 16 million people die annually due to unhealthy lifestyles. The relationship of employee health and work productivity should be highly considered.

Lecturing job is a stressful job, because lecturers are exposed to physiological, psychological, environmental and behavioural stressors. The lecturers' workload may have positive significant effect on their research productivity and the effectiveness of their teaching job. Ogbogu (2017) agrees that poor job performance could be caused by

multiple factors called stressors which leads to lecturers' stress, ill-health, poor performance and eventually high turnover.

1.2 Statement of the problem

Research in an academic environment plays a critical role in promoting the growth of a nation. The number of research publications in a scholarly journal depicts the efficiency and productivity of a lecturer. However, evidence from extant literature shows that the rate at which lecturers (teaching Librarians) publish in high impact journal has declined. This could be attributed to work-related stress of lecturers. It is obvious that limited or no study has been done on health and safety information to affect research productivity of lecturers. Hence, this study therefore investigates the impact of health information and job stress on research productivity of lecturers.

1.3 Objectives of the study

1. To determine the number of articles published by lecturers in the last five years
2. To determine the health and safety information provided by the universities
3. To establish the level of job stress experienced by lecturers

1.4 Research Questions

1. What number of articles did lecturers publish in the last five years?
2. What are the health and safety information provided by the universities?
3. What is the level of job stress experienced by lecturers?

1.5 Research Hypotheses

1. Health and safety information provision does not significantly influence research productivity of lecturers
2. Job stress does not significantly influence research productivity of lecturers.

2.1 Literature Review

Lecturers are the major determinant of any educative process in the universities because on them lies the success or failure of the education system. Ajala (1991) asserts that a way a person perceives his surroundings influence the way that person actually behaves in that environment. The study of Olorunnisola and Arogundade (2012) investigated the organizational climate and academic.

Research publication in the university system is a major and most significant indicator of academic staff productivity. It may be pointed out that, research publication in any field of specialization provide current information for growth, progress, development and an improved society (Bassey, Akuegwu, Udida & Udey, 2007). Research publication is very significant; hence staff promotions are based entirely on it. It increases the social prestige of the academic staff status to the rank of a professor irrespective of his or her gender. Research publication encourages hard work and fills in the gaps of previous researches and create avenue for future investigations. Research attainment is determined by the number of published articles in refereed journals and conference proceedings of repute (Oloruntoba and Ajayi, 2006).

Ologunde, Akindele and Akande (2013) examine the performance of lecturers in terms of teaching, project supervision and paper publications, the result revealed that there is inverse relationship between the number of lecture hours and number of universities lecturers in terms of teaching.

It also showed that there is significant difference in performance in terms of project supervision and paper publications. Quality research by academic staff contributes to

genuine indigenous and sustainable development (Bassey et al., 2006). Okebukola (2005) points out that the purpose of a research assessment exercise is to distribute public funds for research, competitively based on the quality of such research. This therefore implies that the need for quality research has been widely acknowledged in academic institutions. Research is the major index of an academic staff's quality and the determinant of advancement.

It is a systemic attempt, search or investigation to find solutions to problems or questions in order to increase the sum of knowledge (Bako, 2005). It may be targeted at describing events, predicting events or controlling events (Waier, 1991). Research provides greater opportunities for collaboration and networking among scholars spread throughout the world. National and international dimensions of research issues can therefore be studied as they can allow for communication with peers and experts around the world. Through collaborative knowledge building, studies can spotlight trans-national trend analysis through human and instrumentation collaboration. Similarly, the study of Abdukareem, Yusuf and Ogbudinpka (2017), therefore investigated the relationship between performance appraisal criteria and lecturers' productivity in universities in South-West geo-political zone, Nigeria. Their study indicated that the level of lecturers' productivity in teaching in universities in South-West geo-political zone, Nigeria is on the average; that level of lecturers' productivity in research in universities in South-West geo-political zone, Nigeria is high; and that the level of lecturers' productivity in community service in universities in South-West geo-political zone is low. The study concluded that to enhance lecturers' productivity especially in teaching and community service, lecturers' performance appraisal criteria must be reviewed.

According to Rashid (2001), research is conscious efforts to collect, verify, and analyze information. Research can be understood as having two broad components, namely, knowledge creation and knowledge distribution. Most of the research productivity of academics is disseminated via publications. Research publications enable academics to earn recognition in academic circles locally and internationally. In higher education, research productivity often served as a major role in attaining success in academics circles as it is related to promotion, tenure, and salary (Bassey et al, 2007). It is generally accepted that research plays a critical role in promoting the prosperity of a nation and the well-being of its citizens in this knowledge-based era. Creswell (2008) report that research not only aids solving practical problems and brings about material improvements, but it also provides insight into new ideas that improve human understanding of various social, economic and cultural phenomena.

The barriers to research productivity by teaching faculty members in the universities include low internet bandwidth and financial constraints. However, the study has shown the strengths and weaknesses of the teaching faculty members in Nigerian universities in terms of their research output.

Information in any organization is made up of different interacting activities working together to bring about success in the organization. However, effective information communication in any organization requires the dynamics in information management within the organization. It is important to know that there are variety of ways that accurate and timely information can improve the performance and productivity of an organization. Provision of health and safety information for workers in any organization needs adequate attention for it can be used to predict performance of the organization. Employers may need to provide health and

safety information to employees in languages other than English. Worksafe (2008) submits that employers should consult their employees regularly about the information they need to do their work safely, and added that health and safety information requirement must be reviewed regularly as these can change if duties, work methods or other aspects of the workplace change. Any person who may be exposed to a risk must be informed of the measures in place to control those risks, and relevant information must be accessible to all staff.

Occupational Health Center, Estonia (2002) states that the first and the very basic question are to think about why information is needed as on occupational health and safety in organization either to take decision or to use for any other things within the organization. Information needed could be statistics, research data, advisory competence on occupational health or survey data coming from different problem area and various special topical issues.

In the work of Oketunji (2014), she mentioned that availability of adequate occupational health and safety information is a major way of helping employees and their representatives to allow for informed decision making on preventive and protective measures that can enhance job performance. Likewise effective communication will be able to provide sufficient information to ensure effective implementation of control measures. Information has power only when used and applied effectively. An important consideration in the process of information provision is the accessibility and its ultimate utilization. With the bewildering amount and variety of information available in this information age, employees need health and safety information on their jobs for self-development. Jalagat (2017) surveyed the determinants of job stress and its relationship on employee job performance. It was found that job stress significantly influenced employee performance.

In an academic environment, stress can occur and can be caused by many factors. When work takes much of our time and cannot cope with the situations on ground, stress comes in. Alabi, Murlala and Lawal (2012) study the influence of lecturers' work stress on job performance; data were collected on lecturers' physiological, psychological and behavioural stress and job performance. Findings of the study revealed that lecturers experienced excess workload in academic activities. Also, lecturers' job performance was negatively influenced by physiological, psychological and behavioural work stress.

3.1 Methodology

This study adopted survey research design method. The population for this study consists of two thousand three hundred and ten (2,310) lecturers in six federal universities in South-West, Nigeria. The six federal universities under study are Obafemi Awolowo University (OAU), University of Ibadan (UI), University of Lagos (UNILAG), Federal University, Oye-Ekiti (FUOYE), Federal University of Agriculture (FUNAAB), and Federal University of Technology, Akure (FUTA). Proportionate stratified sampling technique was used to select sample from the population in each university while Yamane formula was used to draw a sample size of three hundred and seventy two (372) lecturers. Structured questionnaire was used to collect data. Five-point likert type scale was used for the items. The validity and reliability of the instrument was done and the overall reliability coefficient was 0.84. Data were analyzed using descriptive and inferential statistics. Out of 372 copies of questionnaire distributed, 278 copies were returned which gave 75% response rate.

4.1 Presentation of Result/Findings

Table 1: Number of articles published by academic staff of federal Universities in South West, Nigeria in the last five years

Types of articles	Frequency	(%)
Articles in local journals		
0-10 articles	256	92.1
11-20 articles	15	5.4
21-30 articles	7	2.5
Articles in international journals		
0-10 articles	261	93.9
11-20 articles	15	5.4
21-30 articles	2	.7
No of books co-authored		
0-5 books	261	94.2
6-10 books	10	3.6
11-15 books	6	2.2
No of books wrote singly		
0-5 books	273	98.2
6-10 books	5	1.8
no of proceedings published in local journals		
0-10 articles	275	98.9
11-20 articles	3	1.1
No of proceedings published in international journals		
0-10 articles	275	98.92
11-20 articles	3	1.08
no of chapters written in a book in the last five years		
0-10 articles	271	97.5
11-20 articles	7	2.5

Table 1 reveals that majority of the academic staff (92.1%) and 93.9% published between 0 – 10 articles in local as well as international journals in the last five years. Similarly, largest percentage of academic staff (94.2%) also claimed to have co-authored between 0 – 5 books and as well singlehandedly written between 0 – 5 books indicating 98.2%. Also, 98.9 % of the lecturers reported to have published 0-10 conference proceedings in local journals while 98.92 percent of them had published between 0-10 conferences proceedings in international journals. In addition, 97.5% of them had written between 0 – 10 chapters in a book in the last five years.

Table 2: Health and safety information provided by the university

health and safety information provision	SA	A	MA	D	SD	Mean	St. Dev.
My institution consciously provide information to employees on health and safety hazards	27 (9.7)	104 (37.4)	74(26.60)	57(20.5)	16(5.8)	3.25	1.068
Probable risks information are defined in my Institution	11(4.0)	90(32.4)	90(32.4)	71(25.5)	16(5.8)	3.03	0.985
There are information on policies, laws and rules that guide occupational health and safety in my university	9 (3.2)	86 (30.9)	106 (38.1)	65 (23.4)	12. (4.3)	3.05	0.919
There is provision of information on safety tools and equipment information in my university	26 (9.4)	74 (26.6)	106 (38.1)	59 (21.2)	13 (4.7)	3.15	1.011
Occupational health information and safety regulations are followed in my university	11 (4.0)	99 (35.6)	90(32.4)	66 (23.7)	12 (4.3)	3.11	0.957
Adequate information on occupational injury is provided in my university	30 (10.8)	74 (26.6)	87(31.3)	70 (25.2)	17 (6.1)	3.11	1.089
Adequate and timely information is provided on occupational hazard in my university	27 (9.7)	75 (27.0)	111 (39.9)	48 (17.3)	17 (6.1)	3.17	1.025
Periodical health information are undertaken in my university	20 (7.2)	80 (28.8)	855 (32.4)	59 (21.2)	24 (8.6)	3.05	1.065
There is provision of information on compensation of occupational accidents in my university	17 (6.1)	76 (27.3)	103 (37.1)	59 (21.2)	23 (8.3)	3.02	1.032
There is a regular information on the assessment of working environment to identify hazard and risk factors that may affect work in my university	18 (6.5)	69 (24.8)	104 (37.4)	58 (20.9)	29 (10.4)	2.96	1.066
There is constant training and provision of information on occupational health and safety in my university	15 (5.4)	73 (26.3)	90 (26.3)	63 (22.7)	37 (13.3)	2.88	1.108

Key: SA= strongly agreed, A= Agreed, MA= moderately agreed, D= Disagreed, SD= strongly disagreed

Table 2 shows the most prevalent health and safety information provided by the university**.** They are: my institution consciously provide information to employees on health and safety hazards (mean= 3.25, SD = 1.068); Adequate and timely information is provided on occupational hazard in my university (mean= 3.17, SD = 1.025); There is provision of safety tools and equipment information in my university (mean= 3.15, SD= 1.011) in that order.

Table 3: Level of job stress experienced by lecturers

Types of job stressors	**Opinions of respondents**						
Physiological stressors	VHL	HL	ML	LL	VLL	Mean	Std. dev
Excess work load	94(33.8)	104(37.4)	56(20.1)	21(7.6)	3(1.1)	3.95	1.98
Teaching large class	84(30.2)	102(36.7)	65(23.4)	16(5.8)	11(4.0)	3.83	1.65
Marking large number of Scripts	93(33.5)	104(37.4)	58(20.9)	13(4.7)	10(3.6)	3.92	1.03
Grading and marking of papers	66(23.7)	108(38.8)	70(25.2)	24(8.6)	10(3.6)	3.71	1.04
Setting of exam questions	68(24.5)	103(37.1)	69(24.8)	19(6.8)	19(6.8)	3.65	1.13
Time pressure and deadline of submission of results	69(24.8)	106(38.1)	65(23.4)	20(7.2)	18(6.5)	3.68	1.12
Lecture note preparation	36(12.9)	103(37.1)	97(34.9)	23(8.3)	19(6.8)	3.41	1.04
Supervision of projects/ dissertations/theses	46(16.5)	90(32.4)	99(35.6)	28(10.1)	15(5.4)	3.45	1.05
Administrative role	43(15.5)	101(36.3)	77(27.7)	39(14.0)	16(6.5)	3.46	1.17
Writing paper articles for publications	56(20.1)	62(22.3)	102(36.7)	32(11.5)	26(9.4)	3.32	1.19
Psychological stressors							
Reduction in work productivity	38(13.7)	75(27.0)	88(31.7)	53(19.1)	24(8.6)	3.18	1.16
Traumatic event	24(8.6)	80(28.8)	65(23.4)	62(22.3)	47(16.9)	4.90	1.24
Emotional problems	21(7.6)	72(25.9)	82(29.5)	72(25.9)	31(11.2)	3.93	1.13
Violence	18(6.5)	51(18.3)	76(27.3)	80(28.8)	53(19.1)	3.64	1.17
Mental ill-health	30(10.8)	47(16.9)	59(21.2)	74(26.6)	68(24.5)	3.63	1.37
Frustration	33(11.9)	34(12.2)	91(32.7)	58(20.9)	62(22.3)	3.71	1.27
Natural disaster	28(10.1)	46(16.5)	81(29.1)	50(18.0)	73(26.3)	3.66	1.30
External stressors							
Inadequate infrastructure for teaching	65(23.4)	60(21.6)	117(42.1)	26(9.4)	10(3.6)	3.52	1.06
Leadership style of university management	39(14.0)	96(34.5)	95(34.2)	31(11.2)	17(6.1)	3.39	1.66
Motivational factors	40(14.4)	73(26.3)	104(37.4)	43(15.5)	18(6.5)	3.27	1.69
Criteria for promotion	62(22.3)	66(23.7)	99(35.6)	34(12.2)	17(6.1)	3.44	1.14
Unequipped laboratories	63(22.7)	63(22.7)	97(34.9)	36(12.9)	19(6.8)	3.41	1.18
Delay in payment of salaries	38(13.7)	53(19.1)	114(41.0)	57(20.5)	16(5.8)	3.14	1.68
Incessant strike	31(11.2)	62(22.3)	103(37.1)	72(25.9)	10(3.6)	3.12	1.63

KEY: LL=low level, VLL=very low level, ML=moderate level, HL=high level, VHL=very high level

Table 3 indicates high level of excess work load (mean= 3.95, SD= 1.98) followed by marking large number of scripts (mean= 3.92, SD= 1.03), and Teaching large class (mean= 3.83, SD= 1.65). The Table further indicated that lecturers suffer from psychological stress. Traumatic event (mean= 4.90, SD= 1.24), Emotional problems (mean= 3.93, SD= 1.13). They also experienced high level of external stressors. Lack of adequate infrastructure for teaching (mean= 3.52, SD= 1.06), followed by criteria for promotion (mean= 3.44, SD= 1.14).

Hypothesis one: Health and safety information does not significantly influence research productivity

Table 4: Effect of health and safety information on research productivity of lecturers

Model	**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig**
	B	Std. Error	Beta		
(Constant)	31.628	1.567		18.532	0.000
Health and safety information	0.468	0.119	0.268	4.118	**.000**
R	0.851				
R square	0.724				
Adjusted R square F value	0.673 18.848				

From the result in Table 4, health and safety information had positive significant influence on research productivity of lecturers (R= 0.851, F= 18.848**,** P < 0.05). This implies that health and safety information is one of the factors that contribute to research productivity of lecturers. The implication is that information is needed in every facet of life. If health and safety information is provided by the university, staying for long hours in the office would be possible so as to write more papers.

However, the hypothesis that says health and safety information will not significantly influence research productivity of lecturers is therefore rejected. Furthermore, the result could explain 72.4% variance to research productivity (R^2=0.724).

Hypothesis two: job stress does not significantly influence research productivity of lecturers

Table 5: Effect of job stress on research productivity of lecturers

Model	**Unstandardized Coefficients**		**Standardized Coefficients**	**T**	**Sig**
	B	Std. Error	Beta		
(Constant)	56.777	4.374		13.551	0.000
Physiological stress	-0.255	0.089	0.190	-2.758	**.003**
Psychological stress	-0.110	0.119	-0.058	-0.942	.341
External stress	-0.279	0.124	-0.146	-2.358	**.017**
R	0.775				
R square	0.600				
Adjusted R square	0.576				

Table 5 shows the three parameters to measure job stress; physiological stress had negative significant influence on research productivity of lecturers (β = -0.255, t = -2.758, P < 0.05). It implies that physiological stress contribute to research productivity of lecturers. The Table further showed that psychological stress had negative and not significant influence on research productivity (β = -0.110, t = -0.942, p > 0.05). This also implies that psychological stress may affect research productivity of lecturers but not as important whatsoever.

External stress had negative significant influence on research productivity (β = -0.279, t = -0.146, P < 0.05). This implies that external stressors such as infrastructural facilities might have influence on research productivity of lecturers. Generally, job stress had significant influence on research productivity of lecturers (F = 19.151, R = 0.775, P < 0.05). The result also shows that job stress could explain 60% variance to research productivity of lecturers (R^2= 0.0600). Therefore, the hypothesis that says job stress will not significantly influence research productivity of lecturers is rejected.

5.1 Discussion of findings

The study sought to investigate the influence of health and safety information and work related stress on research productivity of lecturers in federal universities in South-West, Nigeria. Results of this investigation depleted high number of publications being published by the lecturers in the last five years. This finding could depict high level of involvement of lecturers in federal universities in research which is one of the primary responsibilities of lecturers in the universities. Also, high number of publication recorded among the lecturers may make them to compete favourably with their colleagues as Ocholla (2016) rightly said that since academic or scholarly journals are the main conveyors of knowledge, thereby often undergo rigorous evaluation leading to their ranking both at national and international levels. Although lecturers may spend excess time on manuscript writing and conducting research at the expense of other primary assignments such as community services and attending various meetings. High number of publications recorded by the lecturers may also be because their promotions are largely depend on number and quality of publications they have and that the slogan "publish or perish" commonly emphasized by colleagues is sending the signal that lecturers can only survive if they devote all their energy to publications. These assertions are consistent with findings of Abdulkareem*et al.,* (2017) who reported that lecturers' promotion is hinged more on researches; therefore they tend to focus more on research and article writings, but less in community services.

Furthermore, the health and safety information provided by the university was high. Information in any organization is made up of different interacting activities working together to bring about success in the organization. However, effective information communication in any organization requires the dynamics in information management within the organization. It is important to know that there are variety of ways that accurate and timely information can improve the performance and productivity of an organization. Worksafe (2008) submits that employers should consult their employees regularly about the information they need to do their work safely, and added that health and safety information requirement must be reviewed regularly as these can change if duties, work methods or other aspects of the workplace change. Any person who may be exposed to a risk must be informed of the measures in place to control those risks, and relevant information must be accessible to all staff.

The result of level of job stress experienced by lecturers in federal universities in South-West, Nigeria indicates high percentage for physiological stressors such as excess workload, teaching of large class, marking large number of scripts, grading and marking of papers among others. Similarly,

respondents indicate high level for psychological and external stress. Findings from Tenibaje (2013) testified that the most demanding factors of stress called quantitative demand involve workload which refer to the concentration of assignment at work, long working hours and intensity of the work while qualitative demands entail work control system. Olowu (2000) also opines that sources of stress could be as a result of un-conducive working environment such as work hours being lengthy, inadequate work tools and lack of motivation at work among others.

The result from hypothesis one which states that there is no significant influence of health and safety information on research productivity of lecturers in federal universities in South-West, Nigeria established significant effect of health and safety information on of the lecturers research productivity of lecturers. This observation is in line with findings of ***Oketunji (2014) who*** revealed that occupational health and safety information significantly predicted job performance among personnel in public university libraries in South-West Nigeria and that occupational health and safety information utilization is associated with job performance of employees. This result suggests that performance of academic staff in the federal universities could be enhanced through health status of staff.

Results of the hypothesis two which states that there is no significant influence of job stress on research productivity of lecturers in federal universities in South-West, Nigeria indicated that there is negative significant influence of job stress on research productivity of lecturers. This is in line with the findings of Soro (2018) who posited that stress from factors such as workload, facilities, career development requirements and organizational climate significantly jointly predict job effectiveness of lecturers. Studies of Akinmayowa and Kadiri (2014); Akbar and Akhter (2011) also showed that factors such as home-work interface, role ambiguity and research and career development, academic workload; student-related issues and role conflicts are indicators of stress that contribute to the level of stress among university lecturers. Olukayode (2017) revealed that even moderate levels of stress when continued over a long term period can have a negative influence on performance. Ugambari and Bako (2014) established strong relationship between stress and productivity, and that where and when stress is allowed to continue for a long time, productivity of workers is strongly affected. Study of Okwuagwu (2010) indicated that productivity of workers can be impaired by high stress level especially when there is no motivation, no possible reward for doing a particular job, or no ambition on the part of the individual, such that minimum effort will be expended by the worker.

Conclusion and Recommendations

The study concluded that health and safety information had positive significant influence on research productivity of lecturers which implies that health and safety is a major factor to be considered for effective research output. Work related stress had negative significant effect on research productivity of lecturers which implies that as stress increases, the research productivity decreases. The study recommended that for improved research productivity, university management should intensify effort in providing health and safety information to lecturers. Furthermore, to reduce job stress of lecturers, excess workload of lecturers should be reduced by adhering to recommended National Universities Commission student-lecturer ratio.

Limitation of the Study

The study is limited to a specific geographical area and selected federal Universities in southwest, Nigeria. However, further studies need to be carried out on effect of health and safety information provision and stress on research productivity of lecturers in both state and private universities and some other regions. Despite the limitations, the study provides useful data that would support university management on ways to provide health and safety information to lecturers for effective research output. Furthermore, the study expands knowledge on the statistical effect of health information on research productivity of teaching librarians in Nigerian federal universities. It also produced a practical support data of work stress as it affect research output of lecturers which is the most debated

issue affecting lecturers in the developing countries.

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