



Influence of work family balance on job performance, job satisfaction and mental health of electronics craftsmen in Plateau State

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Abstract

This study determined the influence of work-family balance on job performance, job satisfaction and mental health of electronics craftsmen in Plateau State. Six research questions and hypotheses guided the study. A correlational design was adopted for the study. A sample of 171 electronic craftsmen purposively sampled were involved in the study. Four sets of questionnaires were used for data collection. The instrument was face validation by five experts. The reliability coefficient of 0.75 was determined using Cronbach alpha. Pearson Product Moment Correlation Coefficient was used to analyse the data relating to the research questions while multiple regressions were used for the hypothesis at a criterion level of 0.05 level of significance. The bivariate correlation results show a weak but positive relationship between work-family balance and job performance, and job satisfaction, while it has an inverse influence on their mental health. The result also shows that marital status, age, experience and income level are possible positive moderators of the relationship between work-family and job performance, job satisfaction and mental health. The regression results also show that work-family balance is a positive significant predictor of job performance, job satisfaction and mental health. It also shows no significant interaction effects of marital status, age, experience and income level on the relationship between work-family balance and job performance and job satisfaction. However, the result shows that age and marital status has a significant moderating role on the relationship while experience and income level show significant relationships on the mental health of the craftsmen. It is therefore recommended that work-family balance should be embedded in craftsmen training courses to prepare them well before practice. Craftsmen should also take time to manage their health, as it is only the healthy that can perform well on their job.

Keywords: Work family balance, Job performance, Job satisfaction, Mental health.

How to Cite: Ogbuanya, T.C. (2022). Influence of work family balance on job performance, job satisfaction and mental health of electronics craftsmen in plateau state. *International Journal of Research in Counseling and Education*, 6 (2): pp. 201-212, DOI: <https://doi.org/10.24036/00596za0002>



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Introduction

Achieving a balance between the work and family among electronics craftsmen is very tasking yet necessary. This is to ensure that they practice their trade successfully as well as live a happy family life. Such balance is referred to as work-family balance. According to Newman (2014), work family balance is the ability to be present at work and at home, keep things in perspective, and enjoy life. Work family balance is most often defined as the sense of balance, meaning and harmony in various areas of life, the most significant of which are work and family, (Clarke, Koch, & Hill, 2004). Work family balance is a sense of having achieved a satisfactory resolution of the multiple demands of work and family domains. (Higgins, Duxbury, and Johnson, 2000). In other words, work family balance can be seen as the ability to be present at home and at work, be involved in, and be satisfied with work and family issues.

Balancing of work and family is not only demanding but stressful. Balancing the numerous and multifaceted work and family roles is a source of stress to many, largely because it causes role strain and overload (Greenhaus and Powel, 2006). According to Adams, King, and King, in Azeem and Aktar, (2014), the more a person is involved in his job, the higher the work family imbalance. The more a person is preoccupied the higher the rate

of work family divergence, (Major, Klein, and Ehrhart, 2002). According to the American Psychological Association (2002), work and family related issues are associated with workers working long hours, and that those long hours were related to increased work family imbalance and indirectly to psychological distress among workers. Electronic craftsmen spend a lot of time on their work, leaving them with little or no time for their families. This can lead to poor family cohesion. According to Adegoke, (2015), poor family cohesion and teenage monitoring are some of the cases of juvenile delinquency in Nigeria. In Plateau state, electronics craft is dominated by the male folk. Work family balance provides for family cohesion, giving room to proper teenage monitoring to avert juvenile delinquency. Therefore, a balance between work and family life is necessary especially for electronics craftsmen in order for them to control juvenile delinquency among the craftsmen.

Electronics craftsmen are skilled personnel who use machines and hand tools such as Oscilloscope, meters, ac and de generators, motors and many other more sophisticated equipment to perform such difficult works as design, fabrication, installation, troubleshooting, and the ordering of parts for various systems aside their family roles. Craftsmen perform such tasks as maintaining, and repair of electronic systems, audio and visual equipment and perform other related works as required. Majority of them learn on the job, but it is common practice that many of them have at least high school education, (UNESCO, 2001). Craftsmen are graduates of Technical Colleges, who after the three years training obtain the National Technical Certificate (NTC) and National Business Certificate (NBC) and one year for the advanced craft level (ANTC and ANBC respectively) (Federal Republic of Nigeria (FRN), 2013; Orji, 2015; Orji & Ogbuanya, 2018). Electronic craftsmen work long hours a day, respond to emergency calls on electronic faults and also receive pressure from customers who require maintenance or installation of their appliances from time to time.

Electronics appliances are commonly found in every home and as such, the craftsmen are faced with the pressure of maintaining them. Electronics craftsmen also encounter pressure from customers, who patronize them for the maintenance of their faulty appliances. Such customers, out of desperation, give the craftsmen no chance to rest until their appliances or equipment are repaired or installed. To keep themselves in business, the craftsmen work hard to meet up with customers' demands. According to Peppers (2011), the basis of the customer's motivation is that he/she has some need to be met and some problems to be solved, and, the craftsman's product or service is simply his tool for meeting this need and accomplishing these tasks. This means that the customer relies on the craftsman for maximum function of his or her electronic appliances. According to the Bureau of Labor Statistics, United States (2015) and Ohanu & Orji (2013), Electronics installers and repairers install or repair a variety of electronics and electrical equipment in telecommunications, transportation, utilities, and other industries. Among electronics craftsmen are the experienced and the less experienced.

One is experienced when one possesses knowledge and skills required through involvement in or exposure to something over a period of time (Orji & Ogbuanya, 2020). Gatbonton, (2008), defined experienced craftsmen as those who have practiced for many years, can manage the workshop and change course in the middle of the job for advantaged unforeseen reasons, while the less experienced are those who have less than 2 years of experience. Older craftsmen seem to express emotion differently than younger craftsmen in a way that promotes well-being. There needs to be positive relationships between electronics craftsmen and their customers and among themselves for the business to thrive. Older craftsmen are better able than younger craftsmen to regulate their emotions to maximize positive effects and minimize negative effects (Carstensen, Pasupathi, Mayr, and Nesselrode, 2000). Emotional states in older craftsmen tend to vary less, have shorter duration, and be triggered more slowly while the younger men's emotion vary more and can be triggered faster (Lawton and Elias, 2014). Older craftsmen have also been found to have lower levels of mood vigor, more positive affect and more pleasant global mood relative to younger craftsmen (McNeil, Stones, Kozma, & Andres, 1994). According to the Families and Work institute for the American Business collaboration (2002), older workers place equal emphases on work and family, work fewer hours, rely less on technology (computer) or take work home, while younger workers exhibit these behaviors. However, both older and younger workers will desire support from coworkers to succeed. Electronics craftsmen also comprise lower and higher income earners.

Electronics craftsmen earn cash as their income through craftwork, with some earning low while others earn high. According to Loprest, Acs, Ratcliffe, and Vinopal (2009); lower income workers are workers whose hourly wage rates are so low that even if they worked fulltime and full-year their annual earnings would fall below the poverty line for a family of four, while higher income workers are those whose incomes fall above the poverty line for the same family size. The primary aim of the craftsmen's work is for income, therefore, the differences which characterize the lower and higher income craftsmen may not affect their job performance as well as their family life.

Job performance is the work-related activities expected of an employee and how well they are executed. Job performance to Babin and Boles, (1996), is defined as the capability to produce, as compared to other

colleagues of similar level on numerous job-related behaviors and results. The inability to maintain a reasonable balance between family life and work life may result in work to family clash, which may cause constant worry and ultimately decrease the workers performance. The performance of the electronics craftsmen will then be related to the attention they give to the nitty-gritty of the job as well as their family life. An effective performance at job and cohesion in the family can lead to job satisfaction.

Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience. Electronics craftsmen derive satisfaction when they are able to meet their customers' needs, which can only come true if their jobs are successfully performed. To Monga, Verma and Monga (2015.), it simply indicates one's contentment with the job. To many it is simply an attitude towards one's job. According to Cranny, Smith and Stone (1992), job satisfaction is the degree to which one enjoys doing his or her job. In other words, Job satisfaction is the way one feels about his/her job, his/her attitude to the job and how it affects one's performance. The ability of electronics craftsmen to secure a balance in their work and family lives is an issue which may influence their job satisfaction as well as mental health.

Mental health refers to a person's condition with regard to psychological and emotional wellbeing. Mental health according to the Centre for Disease Control and Prevention (CDCP, 2013), is a state of wellbeing in which the individual realizes his or her own abilities to cope with the normal stresses of life, work productively and fruitfully, and is able to make contribution to his or her community. Accordingly, mental health can be seen as psychological and emotional fitness that enables one to realize one's ability to cope with stressors and productively function well in one's community. One's mental health can affect daily life relationships and even one's physical health, including one's ability to enjoy life, that is, the ability to attain a balance between life activities and efforts to achieve psychological springiness. Electronics craftsmen's tasks involve a lot of thinking in order to properly design, construct or troubleshoot circuits. Mental stability is necessary for electronics craftsmen to perform the inevitable mathematical analyses on circuits to come out with the right amount of voltages and currents in every circuit, as well as deal with customers' expectations, pressure and satisfaction. With the right mental state, electronics craftsmen can perform their jobs well, be more satisfied, and free from the numerous work family problems being faced in families and work places today.

The electronic craft workers in Plateau State seem to lack such family friendly practices as health insurance, cooperative associations and pension plan. As such, there is no source of help for them to fall back on in times of a serious need. According to Onoka, Onwujekwe, Uzochukwu and Ezumah (2013), only 4% of Nigerians (mainly federal government employees and their households) are covered by health insurance, and this is largely through the Formal Sector Social Health Insurance Programmes (FSSHIP). More so, with this present recession that there is hardship, electronic craftsmen have to work extra hard, putting in longer hours at work to make ends meet, and by that, deprive their families of enough parental care. The epileptic power supply is another issue affecting craftsmen. At the time the scarce power is available, they try to utilize it maximally, not minding the time being spent. Sometimes they do not even get satisfactory compensation from some of their customers due to irregular salary payment of workers who constitute a bulk of these customers. Compounding the issue were some fraudulent investment schemes called "fadama" and "cash flow" brought into the state some few years back. Like the present day Mavrodi Mundial Movement (MMM), sweeping across the country, fadama and cash flow swept away money from people's hands, craftsmen inclusive. This landed many workers into poverty. These conditions and unfortunate situations for the electronics craftsmen in Plateau State can lead to stress, which may reduce their performance, satisfaction and consequently mental health. Workers' time-off without having to worry about paychecks can be critical to children's health and wellbeing. Absence of this may increase the risk of child delinquency in families. Lack of family friendly work practice has caused a lot of misbehavior among children including those of electronics craftsmen in Plateau State, which can affect their performance. Presently, a lot of children have become delinquent, with many dropping out of school. Many areas have now turned to jungles of addicts. The accumulation of these problems on the craftsmen may affect the work family balance of the craftsmen, which may in turn affect their job performance, satisfaction and mental health. As such, the study intends to investigate the influence. The main purpose of the study is to determine the influence of work family balance on job performance, job satisfaction and mental health of electronics craftsmen in Plateau State. Specifically, the study seeks to determine the influence of:

1. work family balance on job performance of electronics craftsmen
2. work family balance on job satisfaction of electronics craftsmen
3. work family balance on mental health, of electronics craftsmen
4. The moderating role of marital status, age, experience and income level on the relationship between work family balance and job performance of electronics craftsmen
5. The moderating role of marital status, age, experience and income level on the relationship between work family balance and job satisfaction of electronics craftsmen

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6. The moderating role of marital status, age, experience and income level on the relationship between work family balance and mental health of electronics craftsmen.

Hypotheses

The following hypotheses which guided the study were tested at 0.05 levels of significance:

- Ho1.** Work family balance has no significant influence on job performance of electronic craftsmen
- Ho2.** Work family balance has no significant influence on job satisfaction of electronic craftsmen
- Ho3.** Work family balance has no significant influence on mental health of electronic craftsmen
- Ho4.** Marital status, age, experience and income level have no significant moderating roles on the relationship between work family balance and job performance
- Ho5.** Marital status, age, experience and income level have no significant moderating roles on the relationship between work family balance and job satisfaction.
- Ho6.** Marital status, age, experience and income level have no significant moderating roles on the relationship between work family balance and mental health.

Method

Design of the Study

The study adopted a correlational study design. According to Waters (2017) a correlation study is a quantitative method of research in which you have two or more quantitative variables from the same group of participants, and you are trying to determine if there is a relationship (or co-variation) between the two variables (that is, a similarity in pattern of scores between the two variables; not a difference between their means).

Area of the Study

The study was conducted in Plateau State, specifically in Jos North and South. These areas are located in the Jos and Bukuru metropolis. People in these areas are massive users of GSM handsets which required constant maintenance. In these areas, there were also craftsmen who constructed new electronic gadgets. The density of the electronic appliance's users and the work demand on the craftsmen may affect the balance between work and family of the craftsmen.

Population and Sampling Technique

The population for the study included 300 electronics craftsmen. This population was obtained from the Union of Electronics Service Personnel, (2013- 2017), Plateau State chapter. A sample of 171 respondents was used for the study. The Yamane's statistical formula for a finite population was used to determine the sample size from the population. A purposive sampling technique was adopted. This was to obtain a fair representative sample of the different groups in the population, which included experienced and less experienced, married and unmarried, younger and older and low- and high-income electronic craftsmen.

Instrument for Data Collection

A set of structured questionnaires titled, work family balance, job performance, job satisfaction, and mental health questionnaires were used for data collection. The instrument consisted of five sections (ABCDE), Section A focuses on the personal data of respondents, while sections B, C, D, and E elicited information from the respondents on work family balance, job performance, job satisfaction, and mental health respectively. Sections B, C, D and E are on a five-point Likert scale of strongly agree (5), agree (4), undecided (3), disagree (2), strongly disagree (1), and consists of 10, 13, 14 and 11 items respectively and were described as follows: Section "B" was an adapted questionnaire which according to Narayanan and Savarimuthu, (2015), was constructed by Dex and Bond (2005), and it was meant to elicit responses on work family balance. The instrument consists of nine items but the researcher added one more and also modified some items to fit this particular work. The 11 questions each carry 5- point response of strongly agree, agree, undecided, disagree and strongly disagree. Section "C" was also an adapted questionnaire, constructed by Gizzi (2014) as a job performance questionnaire. It consists of 10 items and seven response options, (excellent, good, satisfactory, sometimes unsatisfactory, unsatisfactory, unable to rate and, not applicable) However the researcher added more items and also modified some of the sentences to fit the present study. The response options were strongly agree; agree, undecided, disagree and strongly disagree as options. The questions on this section were expected to elicit response on job performance. Section "D" was an adapted questionnaire, constructed by Smith, (2013). It was made up of 14

items which response options were not uniform in number, with some having six, while others have five options. However, the researcher modified the response options to be uniform in number, such as strongly agree, agree, undecided, disagree and strongly disagree. This questionnaire was expected to elicit responses on job satisfaction. Section "E" was a mental health questionnaire, constructed by Goldberg, (2016) and adapted by the researcher. It consists of 9 items, with 5 options, such as, not at all, just a little, moderately, quite a lot, and very much. However, the researcher modified and added two more items, and the response options are strongly agree, agree, undecided, disagree, and strongly disagree.

Validation and Reliability of the Instrument

The instrument was validated by three experts, all from faculty of Vocational Technical Education, University of Nigeria, Nsukka, to check for clarity, appropriateness and coverage, and to make any other necessary adjustments or corrections. The reliability of the instrument was established Cronbach's alpha and the coefficient of 0.745 was ascertained.

Data Collection

The instrument was administered to the respondents by the researcher and two research assistants, who were briefed on the procedure required for the process. The instrument was issued to the respondents and retrieved immediately from those who were able to fill instantly, while those who were not ready to fill immediately were given a period of four days within which they could respond. The researcher personally returned to collect the answered questionnaires.

Data Analysis

The data was collected and analyzed using Pearson product moment correlation to answer the research questions. The null hypotheses were tested using multiple regression analysis at a criterion level of 0.05 of significance. If the regression estimate (Beta) was significant at a probability value of less than or equal to 0.05, then the null hypothesis was rejected, otherwise it retained. The correlation coefficient was interpreted as adapted from Uzoagulu (2011), as follows: .1 to .19 = very low relationship, $\pm .20$ to $\pm .39$ = low relationship, $\pm .40$ to $\pm .59$ = moderate relationship, $\pm .60$ to $\pm .79$ = high relationship and $\pm .80$ to $\pm .99$ = very high relationship. Correlation value of 1 was a perfect relationship, while zero (0) was no correlation.

Result

Table 1: Bivariate Correlation between Work Family Balance and Job Performance of Electronic Craftsmen

	Mean	SD	1	2
1. Work Family Balance	3.62	.699	1	.189*
2. Job Performance	3.73	.569	.189*	1

The data presented in Table 1" show that correlation coefficient between work family balance (M = 3.62) and job performance (M = 3.73) of electronic craftsmen is 0.189. This indicates weak but positive correlation. This implies that work family balance of electronic craftsmen has low influence on their job performance. In other words, the electronics craftsmen's job performance slightly increases as they strive towards work family balance.

Table 2: Bivariate Correlation between Work Family Balance and Job Satisfaction of Electronic Craftsmen

	Mean	SD	1	2
1. Work Family Balance	3.62	.699	1	.277*
2. Job Satisfaction	3.54	.565	.277*	1

Table 2 presents the correlation results between work family balance (M = 3.62) and job satisfaction (M = 3.54) of electronic craftsmen. The table shows that the correlation coefficient is 0.277. This depicts weak but positive correlation. The result indicates that work family balance of electronic craftsmen has low influence on their level of job satisfaction. This also explains that as the craftsmen's work family balance behavior increases, their job satisfaction slightly increases.

Table 3: Bivariate Correlation between Work Family Balance and Mental Health of Electronic Craftsmen

	Mean	SD	1	2
1. Work Family Balance	3.62	.699	1	-.342**
2. Mental Health	1.94	.805	-.342**	1

Data presented Table 3 reveal that the correlation coefficient between work family balance ($M = 3.62$) and mental health ($M = 1.94$) of electronic craftsmen is -0.342 . This indicates weak but negative correlation. The result implies that work family balance has low and inverse influence on the level of mental health of electronic craftsmen. Thus, as the electronic craftsmen's work family balance increases, their mental health slightly decreases; and vice versa.

Table 4: Moderating Role of Marital Status, Age, Experience and Income Level on the Relationship between Work Family Balance and Job Performance

	Job Performance	
	R ²	Remark
Marital Status	.0482	
Work family balance * Marital Status (Δ)	.0001	Increased
Age	.0456	
Work family balance * Age (Δ)	.0032	Increased
Experience	.0522	
Work family balance * Experience (Δ)	.002	Increased
Income Level	.0362	
Work family balance * Income Level (Δ)	.0006	Increased

Table 4 shows the correlation of the moderating roles of marital status, age, work experience and income level of the electronic craftsmen on the relationship between work family balance and job performance. The table reveals that the R-squares for the models are .0482, .0456, .0522 and .0362, for marital status, age, experience, and income level respectively. The corresponding changes in R-squares as a result of interaction of each of the demographics with work family balance showed increase in values. Since there are increase in changes in R-squares, it implies that marital status, age, experience, and income level are possible positive moderators of the relationship between work family balance and job performance, with age showing higher tendency because it has the highest change in R-squares.

Table 5: Moderating Role of Marital Status, Age, Experience and Income Level on the Relationship between Work Family Balance and Job Satisfaction

	Job Satisfaction	
	R ²	Remark
Marital Status	.0814	
Work family balance * Marital Status (Δ)	.0045	Increased
Age	.0987	
Work family balance * Age (Δ)	.0155	Increased
Experience	.0887	
Work family balance * Experience (Δ)	.0098	Increased
Income Level	.0953	
Work family balance * Income Level (Δ)	.0058	Increased

Table 5 shows the correlation of the moderating roles of marital status, age, work experience and income level of the electronic craftsmen on the relationship between work family balance and job satisfaction. The table reveals that the R-squares for the models are .0814, .0987, .0887 and .0953, for marital status, age, experience, and income level respectively. The corresponding changes in R-squares as a result of interaction of each of the demographics with work family balance showed increase in values. Since there are increase in changes in R-squares, it implies that marital status, age, experience, and income level are possible positive moderators of the relationship between work family balance and job satisfaction, with age showing higher tendency because it has the highest change in R-squares.

Table 6: Moderating Role of Marital Status, Age, Experience and Income Level on the Relationship between Work Family Balance and Mental Health of electronic craftsmen.

	Mental Health	
	R ²	Remark
Marital Status	.0820	
Work family balance * Marital Status (Δ)	.0457	Increased
Age	.1892	
Work family balance * Age (Δ)	.0001	Increased
Experience	.1592	
Work family balance * Experience (Δ)	.0087	Increased
Income Level	.1655	
Work family balance * Income Level (Δ)	.0413	Increased

Table 6 shows the correlation of the moderating roles of marital status, age, work experience and income level of the electronic craftsmen on the relationship between work family balance and mental health. The table reveals that the R-squares for the models are .1820, .1892, .1592 and .1655, for marital status, age, experience, and income level respectively. The corresponding changes in R-squares as a result of interaction of each of the demographics with work family balance showed increase in values. Since there are increase in changes in R-squares, it implies that marital status, age, experience, and income level are possible positive moderators of the relationship between work family balance and mental health, with marital status showing higher tendency because it has the highest change in R-squares.

Table 7: Regression Analysis Summary on Influence of Work Family Balance on Job Performance

	SEB	T	R ²	Adjusted R ²	β	F (1, 166)	P
Work family balance	.153	2.473	.036	.030	.189	6.117	.014
Constant	3.179	13.900					

Data shown in Table 7 reveal the regression analysis for work family balance predicting job performance of electronics craftsmen. The table reveals that work family balance positively predicted job performance of electronic craftsmen ($\beta = .189$). The adjusted is .030, which indicates that 3.0% of the variance in job performance was explained in the model. The results therefore reveal that work family balance significantly predicted job performance ($F(1, 166) = 6.117$, $R^2 = .036$, $p < .05$). Therefore, the null hypothesis is rejected. This means that work family balance has positive significant prediction of job performance of electronics craftsmen.

Table 8: Regression Analysis Summary on Influence of Work Family Balance on Job Satisfaction

	SEB	T	R ²	Adjusted R ²	β	F (1, 166)	P
Work family balance	.060	3.717	.077	.071	.277	13.818	<.001
Constant	.222	12.274					

The results of Table 8 reveal the regression analysis for work family balance predicting job satisfaction of electronics craftsmen. The table reveals that work family balance positively predicted job satisfaction of

electronic craftsmen ($\beta = .277$). The adjusted is .071, which indicates that 7.1 % of the variance in job performance was explained in the model. The results therefore reveal that work family balance significantly predicted job satisfaction ($F(1, 166) = 13.818, R^2 = .077, p < .001$). Therefore, the null hypothesis is rejected. This means that work family balance has positive significant prediction of job satisfaction of electronics craftsmen.

Table 9: Regression Analysis Summary on Influence of Work Family Balance on Mental Health

	SEB	T	R ²	Adjusted R ²	β	F(1, 166)	P
Work family balance	.084	-4.688	.117	.112	-.342	21.975	<.001
Constant	.310	10.860					

Table 9 depicts the regression analysis for work family balance predicting mental health of electronics craftsmen. The table reveals that work family balance negatively predicted mental health ($\beta = -.342$) of electronic craftsmen. The adjusted of .112 indicates that 11.2% of the variance in job performance was explained in the model. The results therefore reveal that work family balance significantly predicted mental health ($F(1,166) = 21.975, R^2 = .112, P < .001$). Thus, the null hypothesis is rejected; which implies that work family balance has negative significant prediction of mental health of electronics craftsmen.

Table 10: Overview of Moderating Roles of Marital Status, Age, Experience and income Level on the Relationship between Work Family Balance and Job Performance.

Effect	Moderation	Job Performance.		
		β	SE	CI
Interactions	WFB*Marital Status	.019	.162	-.301 – .339
	WFB*Age	-.097	.162	-.418 – .222
	WFB*Experience	-.022	.152	-.322 – .278
	WFB*Income Level	.046	.170	-.290 – .381

The results shown in Table' 1 0 depict the moderating roles of marital status, age, experience and income level of electronic craftsmen on the relationship between work family balance and job performance. The results show no significant interaction effects of work family balance and marital status ($\beta = .019, P > .05, CI = -.301, .339$), age ($\beta = -.097, P > .05, CI = -.418, .222$), experience ($\beta = -.022, p > .05, CI = -.322, .278$), and income level ($\beta = .046, P > .05, CI = -.290, .381$) on job performance. Thus, the null hypothesis is upheld. This implies that Marital status, age, experience and income level have no significant moderating roles on the relationship between work family balance and job performance.

Table 11: Overview of Moderating Roles of Marital Status, Age, Experience and Income Level on the Relationship between Work Family Balance and Job Satisfaction.

Effect	Moderation	Job Satisfaction		
		β	SE	CI
Interactions	WFB*Marital Status	.114	.118	-.118 – .347
	WFB*Age	-.214	.121	-.452 – .024
	WFB*Experience	-.169	.119	-.404 – .065
	WFB*Income Level	-.140	.135	-.407 – .127

Data presented in Table 10 depict the moderating roles of marital status, age, experience and income level of electronic craftsmen on the relationship between work family balance and job satisfaction. The results show no significant interaction effects of work family balance and marital status ($\beta = .114, p > .05, CI = -.118, .347$), age ($\beta = -.214, p > .05, CI = -.452, .024$), experience ($\beta = -.169, p > .05, CI = -.404, .065$), and income level ($\beta = -.140, P > .05, CI = -.407, .127$) on job satisfaction. Thus, the null hypothesis is upheld. This implies that Marital

status, age, experience and income level have no significant moderating roles on the relationship between work family balance and job satisfaction.

Table 12: Overview of Moderating Roles of Marital Status, Age, Experience and Income Level on the Relationship between Work Family Balance and Mental Health.

Effect	Moderation	Marital Status		
		β	SE	CI
Interactions	WFB*Marital Status	-.523***	.139	-.798 – .247
	WFB*Age	.029	.151	-.268 - .327
	WFB*Experience	.227	.168	-.104 - .558
	WFB*Income Level	.531***	.164	-.207 - .854

The results shown in Table 10 depict the moderating roles of marital status, age, experience and income level of electronic craftsmen on the relationship between work family balance and health balance. The results show significant interaction effects of work family balance and age ($\beta = .029$, $P < .05$, CI = $-.268, .327$), and marital status ($\beta = -.523$, $P < .05$, CI = $-.104, .558$) on mental health. Conversely, the table shows no significant interaction effects of work family balance and experience ($\beta = 0.227$, $p > .05$, CI = $-.798, -.247$) and income level ($\beta = .531$, $P > .05$, CI = $.207, .854$) on mental health. Thus, the null hypothesis is rejected for age and marital status, but reject for experience and income level. This implies that age, marital status has significant moderating roles on the relationship between work family balance and mental health; while experience and income level have no significant moderating roles on the relationship between work family balance and mental health.

Discussion

In table 1 above the correlation result suggests a weak positive correlation between work family balance and job performance. This finding is in agreement with Robinson, (2015), who saw that work family balance makes people feel positive at work, and that people who feel they have good work family balance work 21% harder than those who don't have. Finding equally align with Orogbu, Onyeizube and Chukuemeke (2015), that, stretched workloads that affect family brings about different issues in the worker, and that these lead to reduced worker performance. The findings also revealed that there is a correlation between work family balance and job satisfaction of electronic craftsmen. In table 2 above, the regression result suggest a weak positive linear correlation between work family balance and job satisfaction. This finding is in agreement with Azeem and Akhtar (2014), who found out that for job satisfaction to be ensured, work family balance is required. Furthermore, the findings revealed however, that there is a weak but negative correlation between work family balance and mental health of electronic craftsmen in Plateau state. In table 3 above, the correlation result show that there is a very low relationship between work family balance and mental health of the electronic craftsmen. This view is divergent with the Canadian Mental Health Association, (2016), which sees work family balance as directly positively impacting an individual's mental health and it can also aid the prevention and management of mental illness.

Furthermore, in table 4 above, findings revealed that age, marital status, experience and income level are possible positive moderators of the relationship between work family balance and job performance of electronic craftsmen. The findings are in line with Mathieu & Zajac, (1990), that older workers tend to be more committed to the organization they work for. Also, finding equally affirmed the opinion of Daly, (2011) that men who get and stay married work harder, work smarter, and earn more money than their unmarried peers. The finding is equally in line with Wolfers and Zilinsky, (2015), that higher wages lead to more productivity of workers. The finding also agrees with the Institution of Engineering and Technology (2016), that work experience equips workers with skills, which helps to enhance their jobs.

Findings in table 5 above further revealed that marital status, age, experience and income level are possible positive moderates of the relationship between work family balance and job satisfaction of electronic craftsmen. This agrees with Palgi and Shmotkin (2010) who found out that the older workers think highly of their past (younger) life times but think lowly of the future, and that the older derive satisfaction out of the wisdom and knowledge already acquired, thereby having better hope for the future. Also, finding agrees with Burger, Kaspar; Samuel, and Robin (2017) that, experience shapes the way we view the environment and the

way we react and that these experiences that shape the way we think about our surroundings affect our life-satisfaction. Also, finding agrees with marital status as a moderator in the relationship of work family balance and job satisfaction. According to Diener and Suh (2000) Studies have shown that married couples are consistently happier and more satisfied with their life than- those who are single. While Becker (2003) reports that one large study in Germany found no difference in happiness between married and unmarried people. Furthermore, income is the reason for which people work and with it the family is maintained. The worker therefore derives satisfaction from income. According to Judge, Picolo, Podsakoff, Shaw, and Rich (2010) no other incentive or motivational technique comes even close to money with respect to its instrumental value.

In table 6 above, findings also revealed that age, marital status, experience and income level are possible positive moderators of the relationship between work family balance and mental health of electronic craftsmen. This is in agreement with the view of Matteson (2014), that older adults suffer from the same psychological problems as younger adults, and that, while the proportion of mental health problems is approximately the same for younger adults, older adults are more vulnerable than younger adults to develop psychological problems resulting from factors that impact the quality of life. Findings also show that marital status moderates the relationship this agrees with the view of the Canadian Mental Health Association, (2016), that poor work family balance can directly negatively impact an individual's mental health and it can also hinder the prevention and management of mental illness.

Findings also revealed that work family balance positively predicted job satisfaction of electronic craftsmen. This is in agreement with Matsubara, Konno, Haratani, Kawaguchi and Egawa, (2014), opined that work family balance influenced job satisfaction. In table 9 above, the finding revealed that worked family balance significantly predicted mental health of the craftsmen. This is in agreement with Frone (2000), in St-Amour et al (2007), that individuals who report experiencing work-family balance are less likely to be clinically diagnosed with mood disorders, to experience anxiety, or to suffer from drug or alcohol dependence, which are some factors of mental health. Also, according to St-Amour et al, (2007), correlations have also been established between work-family balance and a low degree of anxiety, irritability and overall stress in one's life.

Findings also revealed that marital status, age, experience and income level have no significant moderating roles on the relationship between work family balance and job performance. In table 10 above, finding revealed no significant interaction effects of work family balance and marital status, age, experience and income level on job performance. This agrees with Panisoara and Serban (2013), that marital status does not have a significant effect on work-family balance. Also, Gregory (2001) reiterated that age is not a determinant of the capacity to do well in a job.

In table 11 above, finding revealed that marital status, age, experience and income level have no significant moderating roles on the relationship between work family balance and job satisfaction. This is in agreement with Becker (2003), who reported that one large study in Germany found no difference in satisfaction between married and unmarried people. Also, Anafarta (2011), found out that work family balance has no effect on job satisfaction. Also,

In table 12 above, finding revealed that age and experience have no moderating roles on the relationship between work family balance and mental health whereas marital status and income level have significant moderating roles on the relationship between work family balance and mental health. The finding is in agreement with Baccigrosi and Robinson (2003), that, older persons retain their mental faculties and can learn new skills just like the younger ones.

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