

Job Insecurity, Employee Mental Health and Satisfaction among Teachers at Makindye
Secondary School

Nakabiito Jamila

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Declaration

I, Namwanje Shakira, declare that this dissertation is my own work not copied from anywhere or from anyone and that all sources of information used in this dissertation have been fully acknowledged and it has never been submitted to any University.

Signature..........

Date.....04/01/23.....

Namwanje Shakira

19/U/9945/Ps

Approval

This dissertation has been written under the guidance and supervision of my supervisor and it meets the minimum requirements for the award of a degree in Bachelors of Industrial and Organizational Psychology.

Signature.....

Date.....04/01/2023

Dr. Baluku Martin

Supervisor

Dedication

I dedicate this work to my family members who have installed in me a passion to learn, and provided continuous encouragement along the way.

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Abstract

The major purpose of this study was to find out whether job insecurity relates to employee mental health, to establish the relationship between employee mental health and satisfaction and also to ascertain whether job insecurity affects satisfaction among teachers at Makindye Secondary School

The researcher used sample of 80 respondents who were adopted using sampling technique and data was collected using self-administered questionnaires and later analyzed using SPSS (Statistical Package for Social Scientists). The findings showed negative insignificant correlation between job insecurity and employee mental health ($p=0.051$, $r= -0.661$). Furthermore the findings a positive significant correlation between employee mental health and satisfaction among teachers whereby ($p=0.04$, $r=0.434$). However findings showed a negative insignificant correlation between job insecurity and satisfaction ($r =.135$, $p =.233 > 0.05$)

Chapter One

Introduction

Background

The interest in studying job insecurity, employee mental health and satisfaction has gradually increased, especially in the aftermath of the 2008 economic crisis, as since then, the number of research studies related to this topic has multiplied exponentially (Llosa et al., 2018). Moreover, in countries and/or periods in which unemployment figures rise, a greater fear of job loss is observed among workers (Keim et al., 2014).

Job insecurity occurs when a worker's employment is less than stable or the worker feels like it is. For example, workers may experience acute job insecurity such as when a layoff or termination looms or chronic job insecurity, which is a more generalized with fear about not being able to hold onto their jobs Alison (2021).

Mental health is an active state of mind which enables a person to use their abilities in coordination with the common human tenets of society (Galderisi, Heinz, Kastrup, et.al, 2015).

Employee satisfaction can be defined as a sense of employee achievements and successes. It is generally believed that it is directly related to productivity and work performance, as well as to personal well-being. Employee satisfaction means doing the work one likes, doing it well and being rewarded for own efforts (Kaliski, 2007; Aziri, 2011).

Several studies have demonstrated the moderating role of coping strategies in the relationship between job insecurity and mental health, although analysing the type of strategies under a general classification (emotion-focused or problem-focussed). Bosmans et al. (2015) conclude that the strategies implemented worsen or buffer mental health impairment due

to precarious work. According to Richter et al. (2013) and Probst and Jiang (2016) suggests that emotion-focused strategies are the most effective ones to reduce the negative consequences of job insecurity on workers' well-being. However, problem-focused strategies would not always be effective because it is an uncontrollable stressor (Vander Elst et al., 2014). Avoidance strategies, in turn, aggravate the problem. On their part, Cheng et al. (2014) establish that a set of strategies, which they called active strategies buffered the effects of job insecurity in some variables of psychological well-being in both work and home domains.

Downward, Rascuite & Kumar (2022) focusses directly on satisfaction with the dyadic relationship and its association with health and well-being, exploring potential differences between males and females. It has been found that depression at a later point in time, for both males and females in a couple, can stem from previously experienced marital dissatisfaction that higher overall life satisfaction for both male and female partners is associated with higher marital quality and that marital strain can accelerate the decline in self-rated health for both ageing males and female partners. However, research has also indicated that wives' well-being is more closely associated with marital satisfaction than their partners.

Mental health refers to cognitive, behavioral, and emotional well-being. It is all about how people think, feel, and behave for example stress, depression, and anxiety Legg & Felman (2020).

The National Youth policy recognizes that the major causes of a high youth unemployment rate are lack of employable skills, lack of access to resources like land and capital, lack of focus by the existing programs on the informal sector and agriculture, overemphasis on experience, lack of apprenticeship schemes, negative attitudes by the youth towards work especially in

agriculture, lack of a comprehensive employment policy and negative cultural attitudes such as gender discrimination Muwema (2011).

In Uganda, mental, neurological and substance use disorders are a major public health burden. Depression, anxiety disorders, and elevated stress levels are the most common, sometimes leading to suicide attempts. Uganda is ranked among the top six countries in Africa in rates of depressive disorders with 4.6%, while 2.9% live with anxiety disorders according to World Health Organisation in 2017 and the findings showed that about 5.1% of females and 3.6% of males are affected (Mugisha et al., 2019).

According to research survey conducted by (ssesanga, 2005) a sample of 182 respondents drawn from two universities in Uganda and the researcher gave clear analysis reports that the factors most prevalent in the prediction of dons' satisfaction relate to co-worker behaviour, supervision and intrinsic facets of teaching. Analogously, the stimuli that create academic dissatisfaction are largely extrinsic (contextual) factors with respect to facets of remuneration, governance, research, promotion, and working environment.

Problem Statement

Job insecurity is a challenging problem among organizations in Uganda today. This is because when an employee suspects to be laid off from work, he/she may end up developing a lot of stress, anxiety and mental health problems which leads to dissatisfaction at work

The Purpose

To find out the relationship between job insecurity, employee mental health and satisfaction among teachers at Makindye Secondary School

Objectives

The research study was guided by the following objectives

1. To find out whether job insecurity relates to employee mental health among teachers at Makindye Secondary School.
2. To establish a relationship between employee mental health and satisfaction among teachers at Makindye Secondary School
3. To ascertain whether job insecurity affects satisfaction among teachers at Makindye Secondary School

Scope

Geographical scope

This research was carried out within Makindye Secondary School and specific focus was put on teachers employed in this secondary schools in order to get generic opinions since it was one of the leading schools in Makindye zone with the highest number of students which causes stress especially among teachers when performing their duties..

Time Scope

The study was concluded within the period of two months that is March-April of 2022 to establish the relationship between job insecurity, employee mental health and satisfaction among teachers at Makindye Secondary School.

Contextual Scope

The variables to be studied are job insecurity, employee mental health and satisfaction. Job insecurity is to be defined as a fear to lose one's job due to uncertainty. Employee mental health is an active state of mind which enables a person to use their abilities in coordination with the

common human tenets of society. Employee satisfaction can be defined as a sense of employee achievements and successes. It is generally believed that it is directly related to productivity and work performance, as well as to personal well-being.

The study consisted of job insecurity (as an independent variable), employee mental health (as mediating variable) and satisfaction (as dependent variable)

Significance

The finding of the research helped employees to understand about how to cope up with negative consequences of mental health at the working environment.

The finding of the study helped the researchers to gather further research about the relationship between job insecurity, employee mental health and satisfaction among employees.

The finding of the study helped the organizations to understand to what extent does job insecurity and employee mental health affects satisfaction among employees.

Conceptual Frame Work

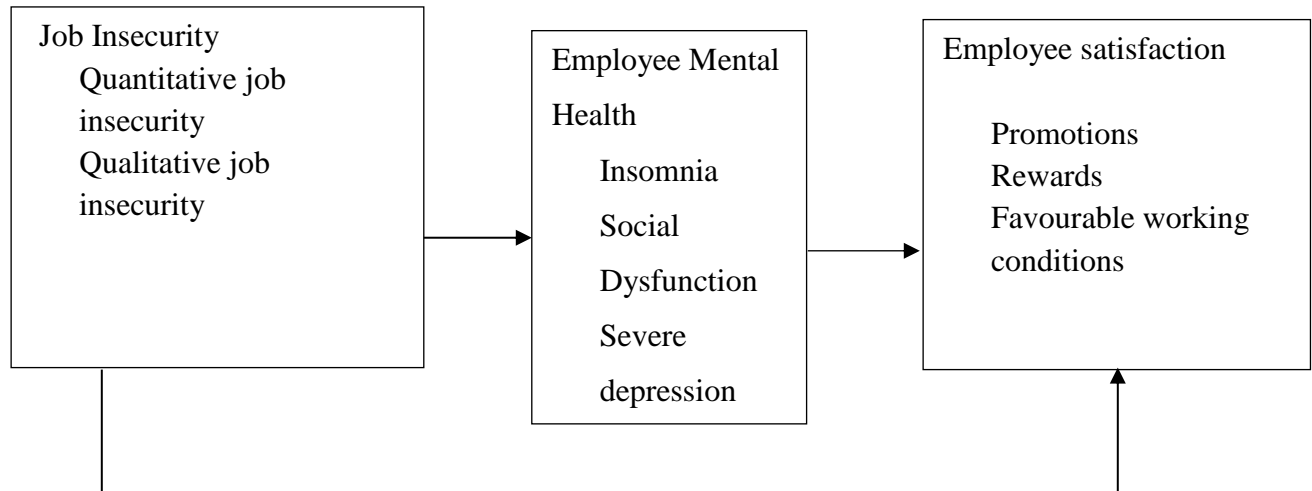


Figure 1: Conceptual frame work showing the relationship between job insecurity employee mental health and satisfaction.

High levels of job insecurity negatively affects employee mental health since employees feel insecure with their job hence developing a lot of stress and anxiety at the work place. Hence leading to dissatisfaction among employees.

Low levels of job insecurity positively influence the desire of employees to accomplish tasks hence leading to high levels of satisfaction since employees develop a sense of being rewarded and promoted at the work place.

Chapter Two

Literature Review

This chapter seeks to present a review of significant theoretical and empirical literature in relation to the research questions being analyzed. The purpose of this study determined the relationship between job insecurity, employee mental health and satisfaction performance among teachers Makindye Secondary School.

Job Insecurity and Employee Mental Health

Job insecurity and mental in general are classified into (emotion-focused or problem-focussed). Bosmans et al. (2015). According to Richter et al. (2013) and Probst and Jiang (2016), emotion-focused strategies are the most effective ones to reduce the negative consequences of job insecurity on workers' well-being. However, problem-focused strategies would not always be effective because it is an uncontrollable stressor (Vander Elst et al., 2014).

The social dimension of job insecurity means that it is not a phenomenon alien to gender inequalities. Although recent research studies establish that men and women have similar levels of fear of job loss (Rigotti et al., 2015), it has not been analysed whether the use of these strategies affects health in a different way in men and women when the stressor is the anticipation of job loss.

Research has shown that job insecurity affects both mental and physical health, though the effects are lower when employees are easily re-employable. The detrimental effects of job insecurity can also be partly mitigated by employers allowing greater employee participation in workplace decision-making in order to ensure fair procedures. But as job insecurity is felt by many more people than just the unemployed, the negative health effects during recessions are

multiplied and extend through the majority of the population. This reinforces the need for more effective, stabilising macroeconomic policies Dickerson (2009)

Whether or not employees' fears of losing their jobs are justified, their feeling of job insecurity may nevertheless have detrimental effects on their health, for a number of reasons. The economic reason is that a high probability of job loss indicates a likely period of unemployment and lower income in the future. A person's expected long-term income, averaged out over a period of years, is thus lowered as a result of the insecurity. In addition, those with few savings to fall back on may be seriously compromised by the loss of income following job loss. Since income is related to health, one could therefore expect the loss of expected income that derives from insecurity to lead to impaired health Lászlo, Pikhart, Kopp, Bobak, Pajak et. Al, (2010).

However, economic deterioration may be less important than the psychological loss of identity and meaning attached to jobs. Studies of unemployment have found that its impact on health is much greater than can be explained simply by the loss of income resulting from unemployment. An important psychological aspect of job insecurity is the stress associated with the uncertainty. Psychological studies of job insecurity have emphasized how job insecurity should be categorized as a significant cause of stress Virtanen, Janlert & Hammarström (2011).

While low levels of stress may be beneficial, in terms of motivating people to work harder, there is abundant evidence for the detrimental effects on physical and mental health of high or prolonged stress. In addition, other side effects have been hypothesized: for example, that high levels of job insecurity prompt low motivation and compliance with safety efforts, hence higher workplace injuries Otterbach & Poza (2014).

The few longitudinal studies that have examined prolonged job insecurity have largely looked at only two points in time. Such a design does not allow for the assessment of potential non-linear effects of job insecurity over time. This becomes particularly salient considering that some social scientists speculate there may be a cumulative effect of stress for job insecure workers, resulting in greater negative psychological outcomes over time, while other research indicates that job insecurity dissipates quickly and the effects are not cumulative (Armstrong, 2002). Therefore, longitudinal analyses where both insecurity and its postulated consequences are measured on multiple occasions is needed to detect the strength and duration of the effects of job insecurity on its potential outcomes (Sverke & Hellgren, 2002).

Employees who rate their job security as 'very poor' are over 50% more likely than those with a very good sense of security to suffer anxiety, stress or depression and it's the case for both women and men, new data from Roy Morgan Research shows. However while the incidence of these mental health issues rises incrementally among women as their job security deteriorates, among men it's more black and white (Morgan, 2016).

Employee Mental Health and Satisfaction

According to research study conducted by Lombardo, Jones and Goldner (2018), the researchers analyzed data using successive waves of the Canadian Community Health Survey (CCHS) collected between 2003 and 2012. Respondents included more than 400,000 participants aged 12 and over. The extracted information on self-reported mental health, socio-demographic and other factors and examined correlation with self-reported life satisfaction using a proportional ordered logistic regression and found out that Life satisfaction was strongly associated with self-reported mental health, even after simultaneously considering factors such as

income, general health, and gender. The poor-self-reported mental health group had a particularly low life satisfaction.

Beginning in the 1980s many corporations began downsizing, firing long time employees, and shifting from full-timeworkers to contingent workforces: part- time, temporary, andcontract workers. Part of the intensity of the pain of job in-security, according to Rocha, Crowell, Hause, et. al, (2006), comes from a sense ofbetrayal by employers. Being a good employee and having asense of loyalty to the company was no longer enough to main-tain security in their jobs.

The workplace environment has a great influence on employees' health. Job dissatisfaction has been widely recognised as a workplace stressor that can influence employees' psychological and physical health statuses. However, job satisfaction is a multi-dimensional concept, and it is necessary to investigate its different facets and their unique consequences. In addition, job satisfaction levels vary across different dimensions and can even differ from an individual's feelings of global job satisfaction. Policies and practices should focus on improving working conditions to enhance the fit of the job and the employee Sanaz Aazami, Shamsuddin (2019).

Faragher, Cass, and Cooper (2002) suggests that Organisations should include the development of stress management policies to identify and eradicate work practices that cause most job dissatisfaction as part of any exercise aimed at improving employee health. Occupational health clinicians should consider counselling employees diagnosed as having psychological problems to critically evaluate their work and help them to explore ways of gaining greater satisfaction from this important aspect of their life.

Guneyya, Kalafatb and Boysan (2010) that depression, anxiety, hope and satisfaction with life are highly interrelated among the university students population and may contribute to their mastery of the psychosocial tasks of integrity to their social life. This study is unique as it concurrently addresses all four important dimensions with a specific focus on the adolescent developmental period of Turkish youth population in general. These favourable findings suggest a compelling need for more preventive mental health survey studies serving for the university student population and also the intentional assessment of depression, anxiety, hope, and life satisfaction in terms of positive psychology practice in both community and clinical settings and further exploration of these concepts in research

Organisations should include the development of stress management policies to identify and eradicate work practices that cause most job dissatisfaction as part of any exercise aimed at improving employee health. Occupational health clinicians should consider counselling employees diagnosed as having psychological problems to critically evaluate their work and help them to explore ways of gaining greater satisfaction from this important aspect of their life (Cass, 2005).

Job Insecurity and Satisfaction

Organisations have two options to become more profitable, they can either increase their gains or decrease their costs, often by reducing the number of employees. A vast number of organisations have engaged in restructuring and large-scale workforce reductions in order to cut costs and improve organisational effectiveness and competitive stability. Millions of workers have been retrenched, while others have become involuntarily part time unemployed, hired on temporary employment contracts, or experienced a fundamental and involuntary change in their sets of beliefs about the employing organisation and their place in it (Sverke and Hellgren, 2002,

p.24). For many employees, the changes in working life that have been witnessed over the past two decades have caused feelings of insecurity concerning the nature and future existence of their jobs. Job insecurity is often defined as the perceived threat of job loss or the loss of valued aspects of a job, and is generally viewed as a highly stressful experience for employees.

Research has shown that job insecurity has detrimental effects for both employees and organisations. Job insecurity is related to several work related attitudes and behaviours of employees. Relationships have been found between job insecurity and reduced job satisfaction, reduced organisational commitment, reduced organisational trust and intention to leave the organisation. Hence job insecurity is negatively related to employees' well-being and health (Pillay, 2006)

Buitendach et al (2005) describe job insecurity as a subjective experience, where individuals perceive a threat to their employment or current working situations. They go on to say that this perception of threat may arise during turbulent times, when there are clear signals from the organisation of upcoming changes. However, individual employees may perceive their situation as threatened that is, experience job insecurity even if there is no apparent objective threat.

Demographic variables are often considered as positional variables, because they determine the position of the employee in a given company or firm (Buitendach et al, 2005). The identification of background variables that correlate with the experience of job insecurity is of practical relevance, because it helps to identify specific risk groups in the working population (Naswall and De Witte, 2003). These risk groups could become target groups for a policy oriented intervention from the government, in an attempt to reduce job insecurity and its consequences for these groups.

According to (Sverke et al, 2005) a subjective perception such as job insecurity is likely to be interpreted in different ways by different people that is; employees in the same objective work situation will experience different levels of job insecurity, depending on their interpretation of the situation. When a threat is considered serious, the level of job insecurity is likely to be higher.

Employees who feel that losing their job would be very serious would probably experience higher levels of job insecurity than employees who consider themselves able to handle job loss (Buitendach et al, 2005). They go on to say that the extent to which individuals feel they possess these necessary resources for handling the consequences of a realised threat differs from person to person. Various groups may not necessarily have the same perceptions of what resources are available to them, which would result in different levels of job insecurity.

Research has demonstrated that job insecurity is negatively associated with job satisfaction (Sverke et al., 2002), underlining the critical role of job insecurity in relation to organizational well-being. For example, in the studies of Cheng and Chan (2008) suggests that the meta-correlation with job satisfaction is nearly twice the one with mental well-being or physical health: this suggests that job insecurity is particularly related to decreased working well-being for example, job satisfaction. Job insecurity is a strong workplace stressor and will therefore be considered here as a hindrance job demand (Bakker & Demerouti, 2007). According to the Job Demands-Resources model, job insecurity should be negatively related to desirable outcomes, such as job satisfaction, at the workplace (Reisel, Probst, Chia, Maloles, & König, 2010). There are two types of job insecurity, that is to say; quantitative job insecurity and qualitative job insecurity. Recently, qualitative job insecurity has captured the attention of researchers who defined it as perceived threats of impaired quality in the employment relationship, such as deterioration of

working conditions, lack of career opportunities, and decreasing salary development (Hellgren, 2011), whereas quantitative job insecurity, defined as "the perceived threat of job loss and the worries related to that threat (De Witte, 2005), has been intensively studied in relation to work-related well-being (Sverke et al, 2002).

Research Hypothesis

1. There was insignificant relationship between Job insecurity and mental health among teachers at Makindye Secondary School.
2. Employee mental health was significantly related to satisfaction among teachers at Makindye Secondary School.
3. Job insecurity and satisfaction are significantly related among teachers at Makindye Secondary School.

Chapter Three

Methodology

This chapter describe the study design sample design, instruments of data collection data management, data analysis, procedures and limitations that was used while gathering information.

Research Design

The researcher was used a correlational survey design that is quantitative in nature through describing the relationships between job insecurity, employee mental health and satisfaction among teachers at Makindye Secondary School.

The researcher chose this method of correlation research design because it helped her to come up with accurate results about the relationship between job insecurity, employee mental health and satisfaction.

Population of the Study

The population included a total of 100 staff members at all levels of Makindye secondary school. This is because of the easy accessibility and availability of employees who provided the researcher with the required information that is needed to carry out the study.

Sample Size

The study sample were 80 respondents basing on Morgan's Krejcie table of standard sample both male and female and only teachers.

A simple random technique was used to select respondents for participation, where, a subset of individuals from a large population is chosen randomly and entirely by chance so that the probability of being chosen at any stage of the sampling process is the same for each individual.

Instrument of Data Collection

The researcher was used a self-administered questionnaire. The questionnaire was divided into 4 sections. Section A included the respondents' background information items such as age, marital status, educational level and time spent in an organization. Section B measured job insecurity items by the WageIndicator questionnaire. Section C had employee mental health and Section D had satisfaction items from semantic scholarly articles.

Procedures of Data Collection

Before the task of data collection, the researcher introduced herself to the administrative coordinator school of psychology of Makerere University to request a letter of introduction. The researcher presented that letter to the authorities of the organization to seek permission and to avoid suspicion. The researcher explained the purpose of study to all participants in order to establish and build confidence among them.

Quality Control

For content validity, the questionnaire was given to experts to comment on the wording, content and sentence construction for validity and to make sure the questionnaire was able to measure what it was intended for.

For reliability, a Cronbach's Alpha coefficient ($\alpha=70$) was employed and calculated for testing the reliability of the instrument.

Data Management

The data was coded as follows; Gender; Male=1, Female=2, Highest level of education; Certificate=1, Diploma=2, Degree=3, others=4, Age bracket; 20-30 years=1, 31-40 years=2, 41-50=3, 51 and above years= 4, Marital Status; Single =1, Married = 2, Widow(er) = 3, Divorced

=4, Time spent at Makindye Secondary School; Less than 5 years=1, 5-10 years = 2, 10 years and above =3

The study employed a 5-point Likert scale where 1= Strongly Disagree, 2=Disagree, 3= Not Sure and 4= Agree, and 5 = Strongly Agree for job insecurity, while a 5-point Likert scale where 1= Strongly Disagree, 2=Disagree, 3= Agree, and 4 = Strongly Agree for employee mental health and finally a 5-point Likert scale where 1= Strongly Disagree, 2=Disagree, 3= Agree, and 4 = Strongly Agree for employee satisfaction.

Data Analysis

The researcher used satisfaction package for social sciences (SPSS) to analyze Data. Frequencies were obtained and Pearson correlation co-efficient was used to establish the relationship between the study variables

Chapter Four

Results and Interpretation

Introduction

This chapter presents the research findings using tables showing frequencies, percentages and inferential data followed by simple remarks.

Bio data

This shows the demographic attributes of the respondents based on gender, age, level of education, age bracket, marital status and time spent in the organization.

Table 1:

Respondents Background Information

Variables	Category	Frequency	Percentage (%)
Gender	Male	25	31
	Female	54	68
Level of education	Certificates	7	9
	Diploma	22	27
	Degree	49	60
	Others	2	3
Age bracket	20-30 years	49	61
	31-40 years	22	28
	41-50 years and above	7	8
	51years and above	2	3
Marital Status	Single	50	63
	Married	25	29
	Widow(er)	4	5
	Divorced	1	3
Time spent at school	Less than 5years	54	67
	5-10years	19	24
	10years and above	7	9

According to the results in table 1, majority of the respondents were female (68%) This implies that the organization is willing to recruit female employees than male and hence no gender balance in the organization. Table 1 also indicated that the majority of the respondents were holding degrees with (60%) This implies that the school focused on recruiting qualified employees than those with minimum academic documents. Table 1 also indicated that the majority of the respondents were aged between 20-30 years with (61%) while the least number of the respondents were aged 51years and above with (3%). This implies that the organization mainly focuses on rejuvenating itself with new fresher employees than adult employees. However, the marital status of respondents basing on the results above indicated that the majority of the respondents were single with (63%) while the least number of the respondents were divorced with (3%). This shows that single and divorced employees experience less because mental health factors because the organization does an excellent job of keeping employees about matters affecting them in order to achieve their goals since they have less responsibilities. Table 1 also showed that the majority of the respondents have spent in the organisation less than 5 years in the with (67%) while the least number of the respondents have spent 10 years and above in the organization with (9%).

Table 2:

Percentages of respondents on Job Insecurity

Items Questions	Percentage of responses (%)			
	Agree	Strongly Agree	Disagree	Strongly Disagree
1 I am sure I can keep my job	41	17	18	24
2 Chances are many that I will soon lose my job	44	20	19	17
3 I feel insecure about the future of my job	47	22	16	15
4 I feel insecure about the future of my job	50	20	20	10
5 I think I might lose my job in the near future	49	13	18	20
6 I have concerns about my career in the organization	49	19	20	12
7 I worry about getting less stimulating and varied tasks in the future	39	21	1	11
8 I worry that I will not be able to influence how I can plan my work	49	21	19	11
9 I feel anxiety about not being able to perform my duties in the way that I had earlier	50	16	21	13
10 There is a risk that I will not have access to the same resources like work colleagues.	38	23	18	20

The table 2 showed that the majority of the respondents agreed with the statements in question. For example, (50%) of the total population agreed that most employees feel insecure about the future of there jobs, this implies that chances are many that they will soon lose there jobs, while

(49%) of the respondents were worried that they were not be able to influence how they could plan for there work since they feel that there was a risk that do not not enable them have access to the same resources like work colleagues. But (39%) of the respondents agreed that they have concerns about there career in the organization since they they are sure that they can keep there job .However, (11%) of respondents strongly disagreed and concluded that they worry about getting less stimulating and varied tasks in the future since they feel a lot of anxiety about not being able to perform there duties in the way that they had earlier

Table 3:

Percentages showing Responses on Employee Mental Health

Items Questions	Percentage of Responses (%)			
	Agree	Strongly agree	Disagree	Strongly disagree
1 Do you have little interest or pressure in doing things that you enjoyed before?	40	20	16	24
2 I feel encouraged to come up with new and better ways of doing new things	46	15	27	11
3 I work under minimum supervision	49	17	19	15
4 I conscientiously follow the rules and regulations provided by the organization	50	17	22	11
5 I always meet job deadlines.	49	20	19	12
6 I take appropriate action on problems as necessary	50	20	13	17
7 I do consultation with supervisors and co-workers as necessary	48	21	17	14
8 I respond appropriately to feedback on job performance	45	20	20	15
9 Do you hear voices not heard by others?	60	14	12	14
10 Have you become more suspicious to people than usual or feel insecure to yourself?	47	18	16	19
11 Do you wash your hands repeatedly, check something repeatedly or have a	42	20	18	20

	repeated thought of mind?				
12	Do you use alcohol or other substance that is causing problems in your daily life?	49	22	17	12
13	I effectively collaborate with other department members as necessary	4	15	20	21
14	I propose suitable solutions to problems	46	21	19	14

Table 3 showed that most of the respondents agreed with the statements in question. For example, (60%) of the total population agreed that most of them hear voices not heard by others which enables them have little interest or pressure in doing things that they enjoyed before .While (49%) of the respondents agreed that they use you use alcohol or other substance that is causing problems in there daily life, this discourages them effectively collaborate with other department members as necessary. However, (20%) of the respondents strongly disagreed with the statement and said that they wash there hands repeatedly, check something repeatedly or have a repeated thought of mind which enable them to come up with suitable solutions to problems.

Table 4:

Percentages showing Responses on Satisfaction

Questions	Agree	Strongly agree	Disagree	Strongly disagree
1 I feel encouraged to come up with new and better ways of doing new things	26	11	26	37
2 My work gives me a feeling of personal accomplishment	30	14	38	24
3 I have the tools and resources to do my job	28	10	29	35
4 In my job, I have clearly defined the quality goals	30	15	33	23
5 My organization does an excellent job of keeping employees about matters of affecting us	31	27	38	6
6 When a customer is dissatisfied, I can usually correct the problems to their satisfaction.	29	27	32	9
7 I understand why it is important for this organization to value diversity to recognize and respect the value of differences, race, gender, age, etc.	33	23	35	9
8 My job makes good use of my skills and abilities	37	23	24	16
9 My supervisor's manager visibly demonstrates a commitment to quality	30	19	40	11
10 I am satisfied with the information I receive from management on what is going on in the organization	38	22	21	19

Table 4 showed that majority of the respondents agreed with the statements in question, for example, (38%) of the total population strongly agreed that they are satisfied with the information they receive from management on what is going on, while (33%) When a customer is dissatisfied, I can usually correct the problems to their satisfaction.that they understand why it is important for there organization to value diversity to recognize and respect the value of differences, race, gender, age among others. However, (9%) of the total population strongly disagreed with the statement and concluded that when a customer is dissatisfied, they can usually correct the problems to their satisfaction.

Inferential statistics

This section presents the correlation between job insecurity, employee mental health and satisfaction and the hypotheses were tested using Pearson product moment correlation coefficient (r) and the results are shown in the table below.

Table 5:

Correlation of job insecurity and employee mental health among teachers at Makindye Secondary School

		Job Insecurity	Employee Mental Health
Job Insecurity	Pearson Correlation	1	-.661
	Sig. (2-tailed)		.051
	N	80	77
Employee Mental Health	Pearson Correlation	-.661	1
	Sig. (2-tailed)	.051	
	N	77	77

*. Correlation is significant at the 0.05 level (2-tailed).

Table 5 shows a negative insignificant correlation between job insecurity and employee mental health ($p=0.051$, $r= -0.661$). This implies that an increase in job insecurity increases mental health among teachers at Makindye Secondary School but the association did not attain statistical significance. The alternative hypothesis stated there was a significant relationship between job insecurity and employee mental health , therefore alternative hypothesis was rejected and we concluded that the relationship between job insecurity and employee mental health was not statistically significant.

Table 6:

Correlation of employee mental health and satisfaction among teachers at Makindye Secondary School

	Employee mental health		Satisfaction
Employee mental Health	Pearson Correlation	1	.434**
	Sig. (2-tailed)		.004
	N	77	77
Satisfaction	Pearson Correlation	.434**	1
	Sig. (2-tailed)	.004	
	N	77	80

**Correlation is at significant at the level 0.01 (2- tailed)

Table 6 showed a positive significant correlation between employee mental health and satisfaction among teachers whereby ($p=0.04$, $r=0.434$). This implies that a decrease employee mental health leads to an increase in satisfaction among among teachers at Makindye Secondary School. The alternative hypothesis stated there was a significant relationship between motivation and performance, therefore the alternative hypothesis is retained and we concluded that the relationship between employee mental health and satisfaction and satisfaction was statistically significant.

Table 7:

Correlation of Job Insecurity and Satisfaction among teachers at Makindye Secondary School

		Job Insecurity	Satisfaction
Job Insecurity	Pearson Correlation	1	-.135
	Sig. (2-tailed)		.233
	N	80	80
Satisfaction	Pearson Correlation	-.135	1
	Sig. (2-tailed)	.233	
	N	80	80

Table 7 showed a negative insignificant correlation between job insecurity and satisfaction ($r = -.135$, $p = .233 > 0.05$). This implies that an increase in job insecurity decreases satisfaction among among teachers at Makindye Secondary School but the association did not attain statistical significance. The alternative hypothesis stated there was a significant relationship between work life balance and performance, therefore the alternative hypothesis is rejected and we concluded that the relationship between job insecurity and satisfaction was not statistically significant.

Chapter Five

Discussion, Conclusion and Recommendations

Introduction

This chapter focuses on the discussion of the results it is tailored in the line with the objectives, purpose and hypotheses of the study. It also focuses on the conclusion and recommendations of the study.

Discussion

Relationship between Job Insecurity and Employee Mental Health

The alternative hypothesis stated that there was a significant relationship between job insecurity and employee mental health , therefore alternative hypothesis is rejected and concluded that the relationship between job insecurity and employee mental health is statistically insignificant due to the following discussions as shown below;

The findings of the study are not in agreement with (Vander Elst et al., 2014) who argued that job insecurity and mental in general are classified into (emotion-focused or problem-focussed). Emotion-focused strategies are the most effective ones to reduce the negative consequences of job insecurity on workers' well-being. However, problem-focused strategies would not always be effective because it is an uncontrollable stressor (Vander Elst et al., 2014).

The findings of the study are not in agreement with (Rigotti et al., 2015) who noted that the social dimension of job insecurity means that it is not a phenomenon alien to gender inequalities. Although recent research studies establish that men and women have similar levels of fear of job loss it has not been analysed whether the use of these strategies affects health in a different way in men and women when the stressor is the anticipation of job loss.

The findings of the study are not in line with who (Dickerson, 2009) argued that Research has shown that job insecurity affects both mental and physical health, though the effects are lower when employees are easily re-employable. The detrimental effects of job insecurity can also be partly mitigated by employers allowing greater employee participation in workplace decision-making in order to ensure fair procedures. But as job insecurity is felt by many more people than just the unemployed, the negative health effects during recessions are multiplied and extend through the majority of the population. This reinforces the need for more effective, stabilising macroeconomic policies.

The findings of the study are not in agreement with (László, Pikhart, Kopp, Bobak, Pajak et. Al, (2010) who said that whether or not employees' fears of losing their jobs are justified, their feeling of job insecurity may nevertheless have detrimental effects on their health, for a number of reasons. The economic reason is that a high probability of job loss indicates a likely period of unemployment and lower income in the future. A person's expected long-term income, averaged out over a period of years, is thus lowered as a result of the insecurity. In addition, those with few savings to fall back on may be seriously compromised by the loss of income following job loss. Since income is related to health, one could therefore expect the loss of expected income that derives from insecurity to lead to impaired health.

The findings of the study are not in agreement with (Virtanen, Janlert & Hammarström, 2011) who suggested that economic deterioration may be less important than the psychological loss of identity and meaning attached to jobs. Studies of unemployment have found that its impact on health is much greater than can be explained simply by the loss of income resulting from unemployment. An important psychological aspect of job insecurity is the stress associated

with the uncertainty. Psychological studies of job insecurity have emphasized how job insecurity should be categorized as a significant cause of stress.

The findings of the study are not in agreement with (Otterbach & Poza, 2014) who argued that While low levels of stress may be beneficial, in terms of motivating people to work harder, there is abundant evidence for the detrimental effects on physical and mental health of high or prolonged stress. In addition, other side effects have been hypothesized: for example, that high levels of job insecurity prompt low motivation and compliance with safety efforts, hence higher workplace injuries.

Relationship between Employee Mental Health and Satisfaction.

The alternative hypothesis stated that there was a significant relationship between employee mental health and satisfaction , therefore alternative hypothesis is retained and concluded that the relationship between job employee mental health and satisfaction is statistically significant due to the following discussions as shown below;

The findings of the study are in agreement with (Rocha, Crowell, Hause, et. al, (2006) who proposed that at the beginning in the 1980s many corporations began downsizing, firing long time employees, and shifting from full-timeworkers to contingent workforces: part- time, temporary, andcontract workers. Part of the intensity of the pain of job in-security, according to come from a sense ofbetrayal by employers. Being a good employee and having asense of loyalty to the company was no longer enough to main-tain security in their jobs.

The findings of the study are in agreement with (Sanaz Aazami, Shamsuddin (2019) who argued that the workplace environment has a great influence on employees' health. Job dissatisfaction has been widely recognised as a workplace stressor that can influence employees'

psychological and physical health statuses. However, job satisfaction is a multi-dimensional concept, and it is necessary to investigate its different facets and their unique consequences. In addition, job satisfaction levels vary across different dimensions and can even differ from an individual's feelings of global job satisfaction. Policies and practices should focus on improving working conditions to enhance the fit of the job and the employee Sanaz Aazami, Shamsuddin (2019).

The findings of the study are in agreement with (Faragher, Cass, and Cooper, 2002) who argued that Faragher, Cass, and Cooper (2002) who suggested that Organisations should include the development of stress management policies to identify and eradicate work practices that cause most job dissatisfaction as part of any exercise aimed at improving employee health. Occupational health clinicians should consider counselling employees diagnosed as having psychological problems to critically evaluate their work and help them to explore ways of gaining greater satisfaction from this important aspect of their life.

The findings of ten study are also in agreement with who argued that Guneya, Kalafatb and Boysan (2010) that depression, anxiety, hope and satisfaction with life are highly interrelated among the university students population and may contribute to their mastery of the psychosocial tasks of integrity to their social life. This study is unique as it concurrently addresses all four important dimensions with a specific focus on the adolescent developmental period of Turkish youth population in general. These favourable findings suggest a compelling need for more preventive mental health survey studies serving for the university student population and also the intentional assessment of depression, anxiety, hope, and life satisfaction in terms of positive psychology practice in both community and clinical settings and further exploration of these concepts in research

The findings of ten study are not in agreement with who argued that Organisations should include the development of stress management policies to identify and eradicate work practices that cause most job dissatisfaction as part of any exercise aimed at improving employee health. Occupational health clinicians should consider counselling employees diagnosed as having psychological problems to critically evaluate their work and help them to explore ways of gaining greater satisfaction from this important aspect of their life (Cass, 2005).

Job Insecurity and Satisfaction

The alternative hypothesis stated that there was a significant relationship between job insecurity and satisfaction , therefore alternative hypothesis is rejected and concluded that the relationship between job insecurity and satisfaction was statistically insignificant due to the following discussions as shown below;

The findings of the study are not in agreement with (Sverke and Hellgren, 2002) who argued that Organisations have two options to become more profitable, they can either increase their gains or decrease their costs, often by reducing the number of employees. A vast number of organisations have engaged in restructuring and large-scale workforce reductions in order to cut costs and improve organisational effectiveness and competitive stability. Millions of workers have been retrenched, while others have become involuntarily part time unemployed, hired on temporary employment contracts, or experienced a fundamental and involuntary change in their sets of beliefs about the employing organisation and their place in it (Sverke and Hellgren, 2002, p.24). For many employees, the changes in working life that have been witnessed over the past two decades have caused feelings of insecurity concerning the nature and future existence of

their jobs. Job insecurity is often defined as the perceived threat of job loss or the loss of valued aspects of a job, and is generally viewed as a highly stressful experience for employees.

The findings of the study are not in agreement with who (Pillay, 2006) argued that Research has shown that job insecurity has detrimental effects for both employees and organisations. Job insecurity is related to several work related attitudes and behaviours of employees. Relationships have been found between job insecurity and reduced job satisfaction, reduced organisational commitment, reduced organisational trust and intention to leave the organisation. Hence job insecurity is negatively related to employees' well-being and health.

The findings of ten study are not in agreement with Buitendach et al (2005) who argued that job insecurity as a subjective experience, where individuals perceive a threat to their employment or current working situations. They go on to say that this perception of threat may arise during turbulent times, when there are clear signals from the organisation of upcoming changes. However, individual employees may perceive their situation as threatened that is, experience job insecurity even if there is no apparent objective threat.

The findings of the study are not in agreement with (Buitendach et al, 2005) who argued that demographic variables are often considered as positional variables, because they determine the position of the employee in a given company or firm The identification of background variables that correlate with the experience of job insecurity is of practical relevance, because it helps to identify specific risk groups in the working population (Naswall and De Witte, 2003). These risk groups could become target groups for a policy oriented intervention from the government, in an attempt to reduce job insecurity and its consequences for these groups.

The findings of the study are not in agreement with (Sverke et al, 2005) who argued that According to) a subjective perception such as job insecurity is likely to be interpreted in different ways by different people that is; employees in the same objective work situation will experience different levels of job insecurity, depending on their interpretation of the situation. When a threat is considered serious, the level of job insecurity is likely to be higher.

The findings of ten study are not in agreement with Cheng and Chan (2008) who suggested that the meta-correlation with job satisfaction is nearly twice the one with mental well-being or physical health: this suggests that job insecurity is particularly related to decreased working well-being for example, job satisfaction.

The findings of the study are not in agreement with (Bakker & Demerouti, 2007) who argued that job insecurity is a strong workplace stressor and will therefore be considered here as a hindrance job demand According to the Job Demands-Resources model, job insecurity should be negatively related to desirable outcomes, such as job satisfaction, at the workplace (Reisel, Probst, Chia, Maloles, & König, 2010).

The findings of the study are not in agreement with (Hellgren, 2011) who said that there are two types of job insecurity, that is to say; quantitative job insecurity and qualitative job insecurity. Recently, qualitative job insecurity has captured the attention of researchers who defined it as perceived threats of impaired quality in the employment relationship, such as deterioration of working conditions, lack of career opportunities, and decreasing salary development (whereas quantitative job insecurity, defined as "the perceived threat of job loss and the worries related to that threat), has been intensively studied in relation to work-related well-being

Conclusion

Job insecurity is one of the major factors of our daily lives which causes a great deal of our mental health. Due to the competitive nature of the job environment most of the people in the world are spending a lot of time for job related work purposes while ignoring the employee mental health related issues that are influencing their jobs and therefore they will not feel happy working in the environment which is full of job insecurity yet it is not the only factor which has influence on employees of Makindye Secondary School but there is also employee mental health and satisfaction.

Recommendations

Basing on the strength of the results, the researcher would like to recommend the following ideas to the concerned people. This is in relation to helping staff members of Makindye Secondary School and the civil society concerning with job insecurity, employee mental health and satisfaction in order to address negative consequences associated with job insecurity and make necessary intervention among teachers of Makindye Secondary School to handle their work related problems.

There is also need for the government for training more community psychologists and councilors so that they can help in identifying social and psychological outcomes of job insecurity, employee mental health and satisfaction among teachers at Makindye Secondary School. The psychologists and councilors will help the employees to terminate people with organizational demands and such perpetrators may be referred for psychiatric canceling or psycho- therapy to learn stress management and other means of coping with their work conditions.

The policy makers of Makindye Secondary School should ensure that the participation of staff members are also engaged in policy making process through taking decisions in line with the input given by the organization and offer market competitive salary packages for different careers.

The human resource management should provide abundant research funds for supporting and collaborating culture, provide leisure facilities for different departments and launch training for job insecurity and time management.

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Appendix I : Questionnaire

Introduction

Dear respondent,

This questionnaire seeks to obtain data on the title; Job insecurity, employee mental health and satisfaction among employees teachers at Makindye Secondary School. The study is purely for research purposes and your responses will be treated with confidentiality. I kindly request you to spare some time and respond as honestly as possible.

SECTION A: BIO DATA

1. Sex of respondent

1). Male 2). Female

2. Highest Level of Education

- 1). Certificate 2). Diploma 3). Degree 4).Others

specify.....

3. Age bracket (*in years*)

- 1). 25 - 34 2). 35 - 44 3). 45 - 54 4). 55 above

4. Marital status:

- 1). Single 2). Married 3). Widow(er) 4). Divorced

5. Time spent at Makindye Secondary School.

- a). Less than 5 years b). 5-10 years c). 10 and above

SECTION B: Job Insecurity

Indicate to what extent you agree with each statement

Please use the scale to rate yourself using items below by using the most appropriate option that describes your intent for the next 18 items.

Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
1	2	3	4	5

Using the above table, use the numbers indicated to describe your answer in the table below.

No.	Statements	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
	Quantitative					
1.	I am sure I can keep my job	1	2	3	4	5
2.	Chances are, I will soon lose my job	1	2	3	4	5
3.	I feel insecure about the future of my job	1	2	3	4	5

4.	I think I might lose my job in the near future	1	2	3	4	5
	Qualitative	1	2	3	4	5
5.	I think my work will change for the worse	1	2	3	4	5
6.	I have concerns about my career in the organization	1	2	3	4	5
7.	I worry about getting less stimulating and varied tasks in the future	1	2	3	4	5
8.	I worry that I will not be able to influence how I can plan my work	1	2	3	4	5
9.	I feel anxiety about not being able to perform my duties in the way that I had earlier	1	2	3	4	5
10.	There is a risk that I will not have access to the same resources (work colleagues,	1	2	3	4	5

SECTION B: EMPLOYEE MENTAL HEALTH

Please my dearest respondent here your required to tick one item of each statement of your own alternative choice.

No	Statement	Agree	Strongly Agree	Disagree	Strongly Disagree
1	Do you have little interest or pressure in doing things that you enjoyed before?	1	2	3	4
2	I feel encouraged to come up with new and better ways of doing new things	1	2	3	4
3	I work under minimum supervision	1	2	3	4
4	I conscientiously follow the rules and regulations provided by the organization	1	2	3	4
5	I always meet job deadlines.	1	2	3	4
6	I take appropriate action on problems as necessary	1	2	3	4
7	I do consultation with supervisors and co-workers as necessary I respond appropriately to feedback on job performance	1	2	3	4

8	I respond appropriately to feedback on performance	1	2	3	4
9	Do you hear voices not heard by others?	1	2	3	4
10	Have you become more suspicious to people than usual or feel insecure to yourself?	1	2	3	4
11	Do you wash your hands repeatedly, check something repeatedly or have a repeated thought of mind?	1	2	3	4
14	Do you use alcohol or other substance that is causing problems in your daily life?	1	2	3	4

SECTION D: SATISFACTION

The scale of satisfaction assesses the extent to which employees experience satisfaction in the context of their life. Select and tick anyone of the alternative responses to indicate the extent of accuracy to which each statement describes the nature and conditions at your job and experiences and feelings about various aspects of your job life

No	Statement	Agree	Strongly Agree	Disagree	Strongly Disagree
1	I feel encouraged to come up with new and better ways of doing new things	1	2	3	4
2	My work gives me a feeling of personal accomplishment	1	2	3	4
3	I have the tools and resources to do my job	1	2	3	4
4	In my job, I have clearly defined the quality goals	1	2	3	4
5	My organization does an excellent job of keeping employees about matters of affecting us	1	2	3	4
6	When a customer is dissatisfied, I can usually correct the problems to their satisfaction.	1	2	3	4
7	I understand why it is important for this organization to value diversity to recognize and respect the value of differences, race, gender, age, etc.	1	2	3	4
8	My job makes good use of my skills and abilities	1	2	3	4
9	My supervisor's manager visibly demonstrates a commitment to quality	1	2	3	4
10	I am satisfied with the information I receive from management on what is going on in the organization	1	2	3	4

No	Activity	Time
1.	Proposal writing	December 2021
2.	Data collection	March 2022
3.	Dissertation writing	March 2022

Appendix II: Time Schedule

4.	Submission	March 2022
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Appendix III : Budget

Items	Unit cost	Details	Actual Amount
Data collection	500@	140×500	70,000
Printing proposal	100@	44×100	4,400
Binding proposal	7000@	7000×2	14,000
Transport		25,000	25,000
Printing and binding dissertation	12,000	12,000×2	24,000
Total			137,400