

The Employment status, Quality of life and Stress levels of the parents in Kampala Central
Division.

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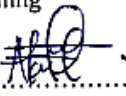
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A dissertation submitted to the Department of Education, Social and Organizational psychology,
in partial fulfilment of the requirement for the award of A Bachelor's Degree of Industrial and
Orgnaizational Psychology of Makerere University

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Declaration

This dissertation is my original work and has not been presented for academic purposes in any institution of learning

Signature:  Date: 11/11/2022

Antonedwa Kirungi Goodrich

Approval

The research dissertation on the relationship between unemployment, poverty and stress among the parents in Kampala central division is as a result carried out by Antonedwa Goodrich under my supervision and is submitted for examination with my approval.

Signature:


Date:
11/11/2022

Mr. Magala Dan

Supervisor

Dedication

This dissertation report is dedicated to my beloved father Muteguya Goodrich, mother Mrs. Mutesi Florence sisters, Namaganda Josephine, Jacinta, Mrs. Stella for you all the platform you gave me to succeed in this. May God bless you.

Acknowledgement

I extend my sincere gratitude to God for the mercy he has given me to endure the challenges during the study. A special appreciation to my supervisor Mr. Magara Dan for the precious time, guidance, advises throughout the course of my research and in writing the research proposal. To all my lecturers for their morale, guidance, encouragement during the course.

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Table of Contents

Declaration.....	i
Approval	ii
Dedication	iii
Acknowledgement.....	iv
Table of Contents	v
List of Figures.....	viii
List of Tables	ix
Abstract.....	x
Chapter One: Introduction	1
Background.....	1
Problem Statement.....	2
Purpose	2
Objectives	3
Scope.....	3
Geographical Scope	3
Contextual Scope	3
Time Scope	4
Significance	4
Conceptual Framework.....	5
Chapter Two: Literature Review	6
Introduction.....	6
Employment Status and Stress Levels	6
Stress levels and Quality of life	8
Quality of life and Employment Status	11
Research Hypothesis.....	14

Chapter Three: Methodology	15
Introduction.....	15
Research Design	15
Population.....	15
Sample Size	15
Measuring Instruments	16
Data Collection Procedure	17
Quality Control	17
Reliability	17
Validity	17
Data Management.....	18
Data Analysis.....	18
Problems	19
Ethical Considerations	19
Chapter Four: Results and Interpretation	20
Introduction.....	20
Descriptive Statistics	20
Inferential Statistics	25
Chapter Five: Discussion, Conclusion and Recommendations	29
Introduction.....	29
Discussion.....	29
Relationship between Employment Status and Quality of Life.....	29
Relationship between Unemployment Status and Stress Levels	30
Relationship between Quality of Life and Stress Levels	31
Conclusion	32
Recommendations.....	33
Areas of Future Research.....	33

References	34
Appendices.....	39
Appendix I:	39
Questionnaire	39
Appendix II:	43
Time frame.....	43
Appendix III:	44
Budget.....	44

List of Figures

Figure 1: A Conceptual framework showing the relationship between employment status, quality of life and stress levels among parents in Kampala central division 5

List of Tables

Table 1: Personal data for respondents	21
Table 2: Responses to Employment status scale.....	22
Table 3: Responses to Quality of life.....	23
Table 4: Responses to Stress levels	24
Table 5: Correlation of Employment status and Quality of life.....	25
Table 6: Correlation of Employment status and Stress levels	26
Table 7: Correlation of Quality of life and Stress levels	27
Table 8: Correlation of employment status, quality of life and stress levels of parents	28

Abstract

The purpose of this study was to search for the relationship between employment status, quality of life and stress levels among the parents. The study intended to achieve these objectives to measure the relationship between employment status, quality of life and stress levels among parents in Kampala Central division.

The researcher used 80 respondents as the sample size, in order to get the respondents; a sampling technique was used to collect data using self-administered questionnaires which were analyzed after.

Chapter One

Introduction

Background

Psychologists and sociologists have argued as far back as the Great Depression that unemployment damages emotional draw a conceptual connection between in voluntary joblessness and mental health in numerous ways such as; incomplete psychosocial development feelings of helpless brought on by a perceived lack of control and failure to obtain the non-momentary benefits of work. (Pikine, 2017)

Erikson postulates that healthy personality and emotional development during adulthood require that a person believes they are making strides to enrich themselves by contributing to their family and community. Otherwise, self-esteem is comprised during unemployment, leading to anxiety and self-doubt. Seligman asserts that feelings of “helplessness” arised when a person believed they had little influence over important events in their life such as securing meaningful work. In his view, prolonged helpless led to depression. Johada contended that unemployment was psychologically destructive because it deprived a person of valued, but unobserved, by-products of employment including a structured day, shared experiences and status. A wide spread conviction in psychology is that the response to stressful events, such as unemployment, takes the form of a progression through stages. Shock tends to characterize the initial phase, during which the individual is still optimistic and unbroken. Brown, A.; Matlock, M.D. (2011)

As unemployment advanced the distress and ultimately became pessimistic and suffered active dishes, and ultimately became fatalistic about their situation and adapted unenthusiastically

to their new state. Thus, the unemployed are expected to exhibit, poorer mental alienation and depression. Moreover, these feelings are likely to be more pronounced among those shoulder greater financial responsibilities and persons with a greater sense of self efficacy fostered by prior success in a host of domains including school and work. Thus the highly educated and parents are particularly vulnerable to the debilitating emotional consequences of unemployment. A host of factors may buffer the adverse psychological impact of involuntary joblessness including an understanding spouse, parents, siblings, adults, children and friends. Amoako, C.; Inkoom. (2017).

Problem Statement

The rate of unemployment was researched to be very high in low Developing Countries especially Uganda and statistics showed that it mostly affected those in urban centers which led to stress and a poor quality of life. Unemployment was mostly caused by poor government policies, high rates of corruption, nepotism, high population thus people faced anxiety during the search for the scarce jobs and in the due course, they had no income to purchase their necessities thus raising the poverty rates.

Purpose

The purpose of the study was to analyze the impacts of the employment status on the quality of life and stress levels among parents of Kampala Central Division.

Objectives

The study was guided by the following objectives

1. To find out the relationship between the employment status and quality of life of parents of Kampala Central Division.
2. To establish a relationship between the employment status and stress levels of parents in Kampala Central Division.
3. To find the relationship between the stress levels and quality of life of parents in Kampala central division.

Scope

Geographical Scope

The researcher conducted the study in Kampala central division one of the divisions in Kampala district. It is the capital city of Uganda. This location was used due to its convenience and also it being near Makerere University thus making it suitable for the study. The area also has a variety of parents who are unemployed and suffer from stress and poverty. It has 5 town councils, 76-wards and 3382 cells. The study was specifically based in Kamwokya which is divided into 21 parishes such Bukesa, Kagugube, Kamwokya II but the researcher focused on Kagugube.

Contextual Scope

The study was about the employment status, stress levels and quality of life among parents. Employment status was defined as; whether you are an employee or self-employed, in most cases it will be clear whether you are employed or self-employed .Quality of life was defined by as WHO as an individual's perception of their position in life in the context of the culture and value

systems in which they live and in relation to their goals, expectations, standards, and concerns. Stress is how the brain and body respond to any demand.

Time Scope

A research took a time frame of 5 months June to October. In this period the researcher carried out all the activities related to the research.

Significance

The study was expected to create wealth of knowledge. Through this research, future researchers will obtain literature which will be of due help to them in their future studies.

The research was also to help researcher to acquire the degree in the Bachelor of Industrial and Organizational Psychology of Makerere University as a tool to fulfill before being awarded the certification of completion of the course. The research was to help outline several measures on how to reduce unemployment so as to improve the mental wellbeing of Kampala parents and also reducing poverty among them.

Conceptual Framework

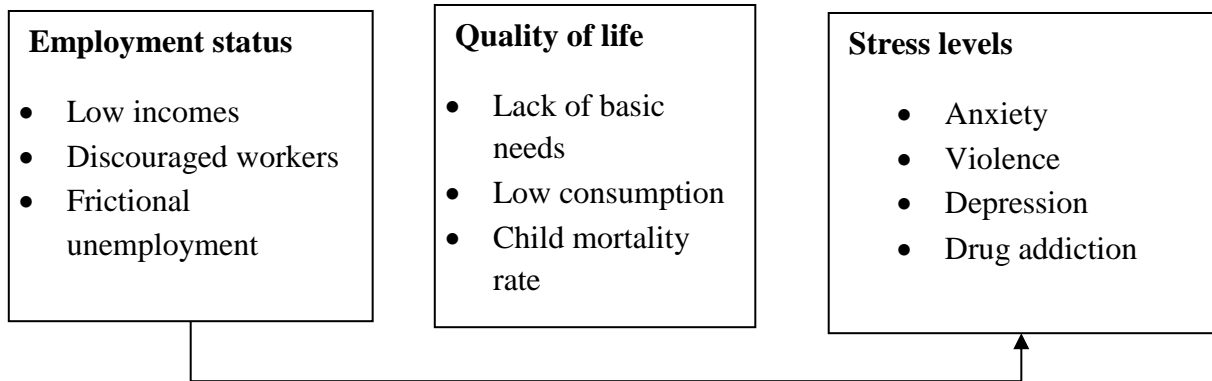


Figure 1: A Conceptual framework showing the relationship between employment status, quality of life and stress levels among parents in Kampala central division

The employment status of the parents showed low incomes, discouraged workers, frictional unemployment among others which impacted on the quality of life through which they acquired basic needs which in the long run increased their stress levels.

Chapter Two

Literature Review

Introduction

The literature review examined the relationship between employment status, quality of life and stress levels among the parents of Kampala central division. Swapan, M.S.H.; Zaman, A.U.; Ahsan, T.; Ahmed, F. (2017)

Employment Status and Stress Levels

Employment status was defined as a term that described whether one is employed or not. However, the main concern was about unemployment which referred to individuals who were employable and actively seeking a job are unable to find a job. Included in this group are those people in the work force who are working but do not have an appropriate job. Usually measured by the unemployment rate, which is dividing the number of unemployed people by the total number of people in the work force, unemployment serves as one of the indicators of a county's economic status. The term unemployment is often misunderstood, it as it includes people who are waiting to return to a job after being discharged, yet it does not include individuals who have stopped looking for work in the past four weeks due to various reasons such as leaving work to pursue higher education, retirement, disability and personal issues. Also people who are not actively seeking a job but do not want to work are not classified as unemployed interestingly, people who have not looked for a job in the past four weeks but have been actively seeking one in the last 12 months are put into a category called the another attached to the labor force. Within this categorized called

“discouraged workers” which refers to people who have given up looking for a job. (Bull-Kamanga, Diagne, et al. 2003)

The categories mentioned above sometimes causes confusion and debate as to whether the unemployment rate fully represented the actual number of people who are unemployed. When companies experience a reduction in the demand for their products or services, they respond by cutting back on their production, making it necessary to reduce their work force within the organization, in effect, workers were valid off, frictional unemployment refers to those workers who are in between jobs. An example is a worker who rely quit or was fired and is looking for a job in an economy that is not an unhealthy thing because it is s usually caused by workers trying to find a job that is most suitable to their skills.(Richmond,.; Malcomb, .; Ringler,2015).

Structural unemployment happens when the skills set of a worker does not match the skills demanded by the jobs available, or alternatively when workers are available but are unable to reach the geographical location of the jobs. An example is a teaching job that requires relocation to china, but the worker cannot secure a work visa due to certain visa restrictions. It can also happen when there is a technological change in the organization such as work flow automation that displaces the need for human labour. Okyere, S.A.; Diko, S.K.; Hiraoka, M.; Kita, M. (2017). Voluntary unemployment happens when a worker decides to leave a job because it is no longer financially compelling for example a worker whose take home pay is less than his or her cost of living.

Unemployment is caused by various reasons that come both from the demand side or employer and the supply side or the worker. Demand, side reductions may be caused by high interest rates, global recession, and financial crisis. From the supply side, frictional unemployment and structural employment play a great role. Busby, J.; White, K.; Smith, T. (2010)

Unemployment has several consequences to the parents and they can be felt by both the parents (Workers) and (parents) workers to suffer financial hardship that impacts families, relationships and communities. When it happens, consumer spending which is one of an economy's key drivers of growth, goes down, unaddressed. Unemployment results in reduced demand, consumption and buying power, which in turn causes lower profits for businesses and leads to budget cuts and work force reductions. It creates a cycle that goes on and on that is difficult to reverse without some type of intervention. (Cutter, Emrich,. 2014)

However, there exists long term unemployment and short t term unemployment. Unemployment that lasts longer than 27 weeks even if the individual has sought employment in the last four weeks is called long term unemployment. Its effects are far worse than short term unemployment for obvious reasons and some of the effects are outlined below; some 56% of the long term unemployed report a significant decrease in the net worth, financial problems are not the only effects long term unemployment as 46% of those in such a state experience strained family relationships. Unemployment is a serious social and economic issue that results in a tremendous impact on everything but it is often overlooked. A stronger system of assessing unemployment should be put in place in order to determine its causes and how to address it better. (Cutter, Boruff, Shirley. 2003)

Stress levels and Quality of life

Stress is our body's response to pressure. Many different stations or life events can cause stress. It is often triggered when parents experience something new, unexpected or that threatens or sense of self, or when parents feel we have little control over a situation. We all deal with stress differently. The physical signs of stress include; difficulty breathing panic attacks, blurred eye sight or sore eyes, sleep problems, fatigue, muscle aches and headaches, chest pains and high blood

pressure, digestion on heart burn, sweating and sudden weight gain or weight. Some who go through severe stress may experience suicidal feelings. This can be very distressing, the hormones that our bodies produce to respond to stressful situations can have many physical effects like panic attacks as well as existing physical health problems getting worse and if we experience high levels of stress, these physical effects can get worse. This can also happen if parents experience stress for a long for period of time. In some cases, stress may cause more severe or long-term physical health problems and these might include; Takotsubo cardiomyopathy (broken heart syndrome). This can feel similar to a heart attack. The British Heart foundation has information about takotsubo cardiomyopathy. (Koonings, Kruijt, 2009)

Secondary amenorrhea: This is when you don't get your period for three months or more, the NHS has information on stopped or missed periods. How stress can make you behave? If you feel stressed, it might make you find it hard to make decisions, unable to concentrate, unable to remember things, or make your memory feel slower than usual, constantly worry or have feelings of dread, snap at people bite your nails, pick at or itch your skin, grind your teeth or clench your jaw, experience sexual problems such as losing interest in sex or being unable to enjoy sex, eat too much or too little, smoke, restless, cry or feel tearful, spend or shop too much, not exercise as much as you usually would, or exercise too much, withdraw from people around you. What causes stress?

Emotional problems (depression, anxiety, anger, grief, low self-esteem) taking care of an elderly or sick family member. Traumatic event, such as a natural disaster, theft rape, or violence against you or a loved one. Warning signs of stressing adults may include: crying spells, difficulty eating, losing interest in daily activities, and increasing physical distress symptoms like headaches, stomach pains, fatigue, feeling guilty helpless and avoiding family and friends. This

stress also affects the health of parents in the following ways; headaches, an upset stomach, high blood pressure, chest pain, and problems with sex and sleep, stress can also lead to emotional problems, depression, panic attacks or other forms? Here are some of the evidence based ways to relieve stress from parents, getting more physical activities, following a healthy diet, minimizing phone use and screen time, considering supplements, practicing self-care, reducing caffeine intake, spending time with friends and family and also by creating boundaries and also by learning to say no (Okyere, Diko, Hiraoka, Kita,2017).

How can parents control stress? Parents can control stress through getting active virtually any form of physical activity can act as a stress reliever, meditating, laugh more, connect with others, asserting themselves, trying to do yoga, getting enough sleep and keeping of a journal.

The relationship between mental health of parents and unemployment is directional. Good mental health is a key influence on employment causes stress, which ultimately has long term physiological health effects and can have negative consequences for people's mental health, including depression, anxiety and lower self-esteem plus suicide. The connection between mental health and unemployment is very strong. Unemployment means not having a job and activity seeking work has consistently been found to have a negative impact on a range of health outcomes and there exists several mechanisms by which unemployment could harm health; through stress and reduced self-esteem arising from the loss of the day to day structure of work on the stigma associated with unemployment. (Damager, Taylor, 2017)

As a result of financial hardship, insecurity and reduced future earnings potential, leaving people with stress (which damages health) from the social security system itself which have a

negative impact on mental through the claims process, work capability testing and job search conditions(Eriksen, Kelly, 2006).

Quality of life and Employment Status

The quality of life of people specifically looks at Poverty which is in the simplest sense of the word is a state where one lacks access to basic needs such as food. Clothing and shelter. It is the state of having few material possessions or little income. Poverty can have diverse social economic and political causes and effects. It is also used to describe a person whose living conditions prevent them from being able to acquire education, seek medical help, secure a stable job, and participate in recreational activities due to lack of money.

Poverty is not just about money; through it is a bigger conversation about marginalization. Exclusion and domestic and international economic indicators. Every country has its own measure for “extreme poverty” is the World Bank. The bank keeps a metric called the international poverty line and as of 2015, set the definition of extreme poverty as those who live on less than US \$1.90 per day.(those living on between \$1.9-\$3.10 per day are classified as the moderate poor) this number is based on the monetary value of a person’s consumption rather than income alone.

There are differences between absolute poverty and relative poverty as explained below; absolute poverty refers to those whose income fall below a line set by a given country. Below this line, people are unable to meet their basic needs for food, water and shelter. They also have no access to social services such as health care, education and utilities. Relative poverty refers to people whose total incomes are less than a certain percentage, typically 50% of the country median income. Because the median income can vary as a result of economic growth, the line for relative

poverty can change. When poverty is defined to include access to services and security critical to wellbeing and not just income and consumption.

Poverty is not only about money, common perceptions of poverty consider income and consumption alone. However there are significant approaches that say other factors must be included. This is because money doesn't tell the whole story (typically, when the poor describe their poverty they do so in ways that go beyond simply not having enough money) example of such approaches include the multidimensional poverty index (MPI) United Nations development program. It measures poverty across three dimensions. Health education and standard of living. It then further break these down into 10 indicators like nutrition, child mortality, years of schooling, school attendance, cooking fuel, sanitation drinking water, electricity, housing and assets (c) 2022 world vision Canada. In addition, unemployment and underemployment lies at the core of poverty. For the poor labor is often the only asset they can use to improve their well-being. Hence the creation of productive employment opportunities is essential for achieving poverty reduction and sustainable economic and social development. The relationship between poverty and employment lies in the extent to which income generated from employment permits workers and their dependents to obtain goods and services necessary to meet minimum needs poverty reduction thus calls for the creation of regular and good quality jobs in the labor market. Unemployment brings about poverty in various way due to loss of income, the obvious, straight forward answer of how unemployment creates poverty is through the loss of income with joblessness comes a loss of income, and many families are left without sufficient incomes to meet living expenses. This can lead to indebtedness from borrowing money to support one's needs use of savings or even to homelessness and malnutrition if individuals are unable to find other sources of finance. When individuals are forced to use savings to cover costs today their future retirement funds are reduced.

This creates costs negative long term effects on the economy such as high levels of youth unemployment around the world. (UNDP, 2014)

Youth unemployment today will the incomes of future retirees and increase the burden on the government perpetuating the poverty cycle, with current levels of youth unemployment increasing the chances of poverty in the future, the burden to work is more heavily placed on future generation with unemployment shocks such as this , individuals remain in a poverty cycle. Unemployment of parents has significant stress on the children of the household with unemployment adults; children are more likely to drop out of school to enter the work force. Without completing the necessary education, lower levels of human capital are obtained which leave these children in stable working environments in the future thus outcomes will tend to create generational poverty. Trades Union Council. (2015).

Increased criminal activity with the previous examples explain how unemployment creates poverty directly through affecting income, it also leads to increases in criminal activity areas with high levels of unemployment, especially youth unemployment have been found to have higher levels of crime and vandalism. When individuals are unable to criminal and violent activity. Two fifths of those individuals who take part in criminal activity stated that unemployment was the main reason for the illegal involvement while only a tenth believed in the cause. (UN-Habitat2014)

Once individuals are unemployed, the risk of falling into long term unemployment rises. Its been found that the characteristics of living in poor neighborhoods create a poverty trap as families don't have the necessary tools to become employed. When living in impoverished areas, individuals experience low. Quality housing, underfunded schools and restricted access to public transportation and services. (Simone, Abouhani, 2005)

The vicious cycle also creates poverty. While unemployment can create poverty, poverty also reduces the chances of being employed. To ensure that those who are affected by unemployed do not fall into the negative cycle, researchers believe that governments should focus on improving quality education and training all young people so they remain in school.

More should be done to provide job protections which can help decrease the chance of violence and crime in the future. Poverty and unemployment go hand in hand and this relationship is important to remember when trying to create solutions for the global issues of unemployment and poverty. (Swapan, Zaman,; Ahsan,; Ahmed, 2017)

Research Hypothesis

After review of the existing literature, the following were the generated hypotheses that guided the study

1. There is a significant relationship between the employment status and stress levels among parents in Kampala central division.
2. There is a significant relationship between the employment status and quality of life of parents in Kampala central division.
3. There is a significant relationship between the stress levels and quality of life of parents in Kampala Central Division.

Chapter Three

Methodology

Introduction

This chapter mainly focused on methods and procedures which were used in data collection. They included; research design, population, sample size determination, research instruments, procedures, quality control, data management, data analysis, reliability, validity and anticipated problems.

Research Design

The researcher used a correlational research design in the study in order to analyze the relationship between employment statuses, way of life, and stress levels among parents in Kampala Central division. The correlation process determined the relationship or connection of the various variables in the research study.

Population

The population for this research included parents of Kampala Central division consisting of male and female genders from all the parishes. The population of the research entailed parents from Kamwokya (Kagugube) which approximately has a population of 280 households.

Sample Size

According to the researcher the subset of participants was drawn from the target population of Kagugube. A simple random sampling technique was used to get the 80 participants who

represent the entire population of the parents in Kagugube who were affected by unemployment, in relation to poverty and stress in the area of study.

Sample size = the total population represented by letter N (280) was used to check the corresponding minimum sample size represented by letter (s) using the formula by Krejcie and Morgan's (1970). $s = \chi^2 NP (1 - P) / d^2 (N - 1) + \chi^2 P (1 - P)$. Where s= required sample size.

21

χ^2 = the table value of chi-square for 1 degree of freedom at the desired confidence level (3.841).

N = the population size. P = the population proportion (assumed to be .50 since this would provide the maximum sample size). d = the degree of accuracy expressed as a proportion (.05). 1. S =

$$3.841 \times 280 \times 0.5 (1 - 0.5) \quad 0.052 (280 - 1) + 3841 \times 0.5 (1 - 0.5)$$

$$2. S = 818.133 \quad 3.08775$$

$$3. S = 80$$

Measuring Instruments

These were the tools used to measure or collect data on the variety of variables and such tools includes scales, indexes, surveys, interviews and observations. The researcher designed self-administered questionnaires, from constructs (employment status, poverty and stress.] A 10 item scale was used to measure the magnitude of each of the variables above. The variables were measured alongside a 5 likert point scale. The questionnaires were be divided into 5 sections where the participants indicated the degree of affection with each statement by ticking the appropriate number. Section A required the respondents to tick in the information they corresponded with,

section B required respondents to answer questions on Employment status. Section C looked at the stress levels of the parents while Section D looked at the way of life of the parents.

Data Collection Procedure

The researcher sought assistance from the supervisor who gave him a letter to be taken to the local council chairman of Kagugube parish. The LC1 gave the researcher a way forward to distribute the questionnaires to the sample population who filled them and returned them to the researcher. Observations were used during data collection.

Quality Control

This was carried out to ensure that items in the questionnaire were valid and reliable when measuring variables of the study

Reliability

This referred to how consistently a method measured something and achieved a result consistently using the same methods under the same circumstances.(Sekran,2003) The questionnaire was filled with the respondents and any responses from them were not tampered with so as to display true and accurate results. Data reliability was ensured using the Cronbach`s Alpha Reliability Coefficient for the Likert scale.(Barifaijo and Oonyo,2010).Since the reliability was 0.70 or higher ,the instrument was considered reliable(Neumann,2014)and this was done by pretesting the questionnaire among university colleagues before embarking on the real life data collection.

Validity

Validity was defined as the appropriateness and the extent to which a research instrument measures what it is intended to measure (Neumann,2014).Therefore validity based on determining

the level of credibility or accuracy of the research instrument (Oso and Onen,2008) The researcher mainly used the expert judgment of the supervisors to verify the validity of the instruments. The level of validity of the questionnaire was based on the content of validity index (C.V.I) (Etyang, 2018) Ratings were done on a scale of “very relevant’ (1)’relevant’ (2)’somehow relevant’ (3) and ‘not relevant’ (4)

The ratings were used to compute the content validity index (CVI)

Using the formula $CVI = \frac{\text{items rated 1 and 2}}{\text{Total number of items in the questionnaire}}$

The obtained ratio was used to ascertain if the items measured the parameters they had to measure.

Data Management

This referred to the process of ingesting, storing, organizing, and maintaining the data created and collected by the researcher. Data collected from the field was coded analyzed and entered into the computer. Data base was used to hold data since they contained a collection of data that was organized so that it could be accessed, updated and managed.

Data Analysis

This was the process of cleaning, changing and processing raw data and extracting the data. The researcher used frequency tables, pie charts, percentages, among others during data analysis. The percentage and tables showed the respondents’ personal data and a table showing Pearson product coefficient that tested the relationship between unemployment, poverty and stress among parents in Kampala Central Division.

Problems

The researcher experienced a problem of lack of appreciation of the value of their research by the respondents. The researcher made t mistakes when creating or administering a survey, response bias was also experienced where respondents were unduly influenced while providing answers on the survey thus affecting the accuracy of the survey data obtained. There was participants' inability or unwillingness to answer questions precisely or honestly.

Ethical Considerations

During the research, principles that governed a good research survey were a must for example voluntary participation where all the participants were not forced to engage in the survey. Protection of the privacy of individuals was also ensured, before carrying out the research, full consent was obtained from the participants.

Chapter Four

Results and Interpretation

Introduction

This chapter consists of results and interpretation of the findings in line with the objectives and hypothesis, data is presented in form of frequencies and percentages followed by correlation between Employment status, Quality of life and Stress levels of the parents in Kampala Central Division

Descriptive Statistics

In this section, the respondent's personal data results are presented in form of frequencies and percentages as shown in the tables below:

Table 1:

Personal data for respondents

Variable	Response	Frequency (N)	Percentage (%)
Gender	Male	36	45 %
	Female	44	55 %
Age	20-30	30	37.5 %
	31-40	36	45 %
	50 +	14	17.5 %
Marital status	Single	15	18.75 %
	Married	39	48.75 %
	Divorced	18	22.5 %
	Widowed	8	10 %
Number of children	0-8	65	81.25 %
	9-12	9	11.25 %
	13 +	6	7.5 %
Education	S.4 and below	42	52.5 %
	S.6 and below	28	35 %
	Certificate and above	10	12.5 %
Work setting	Formal	33	41.25 %
	Informal	37	58.75 %
Duration of work	0-5 years	50	62.5 %
	6-10 years	30	37.5 %
Religious affiliation	Moslem	23	28.75 %
	Catholic	19	23.75 %
	Protestant	18	22.5 %
	Born Again	15	18.75 %
	Others	5	6.25 %

Results in table 1 show that majority of the respondents were female (55%). This shows that the female gender outnumbers the male gender in Kagugube Parish. Results in table 1 show that the majority of respondents were between 31-40 years (45 %) implying that Kagugube consists of mostly people who are relatively mature (escaping the youth stage). Furthermore, the results also shown that majority of the respondents were married (48.75 %) which showed that responsibilities do not lie in the hands of a single parent. The results in table 1 also show that most of the parents have a number of children between 0-8 years (81.25 %) which shows that the birth rate is still low. The results also show that majority of the parents are S.4 leavers and below implying that the education levels are very low in Kagugube. The results in the table also show

that majority of the parents operate under an informal work setting (58.75 %). Results also show that that majority of the parents have spent 0-5 years at their work places. Lastly the results show that majority of the parents are Muslims (28.75 %) implying that the Islamic faith dominates Kagugube Parish.

Table 2:

Responses to employment status scale

	Strongly disagree	Percentage of Responses (%)				Strongly agree
		Disagree	Not sure	Agree		
1. The management of the organization is supportive of me	31.25	25	21.25	12.5	10	
2. I receive the right amount of support at work	37.5	28.75	22.5	7.5	3.75	
3. I am comfortable with my current employment status	22.5	23.75	25	20	8.75	
4. I can acquire all my needs at my job	31.25	37.5	5	18.75	7.5	
5. I am appropriately recognized when I perform	40	25	8.75	7.5	18.75	
6. I have adequate opportunities to develop my professional skills	16.25	35	15	22.5	11.25	
7. I am satisfied with my standards of living	56.25	12.5	6.25	18.75	6.25	
8. I feel encouraged to continue working at my current work place	20	23.75	12.5	28.75	15	
9. My health is protected while at my current work place	43.75	33.75	1.25	15	6.25	
10. I get enough free time for resting from	28.75	20	21.25	18.75	11.25	

According to the results in the table, most of the respondents are not satisfied with their standards of living (56.25%) as well as their protection of their (43.75%) which shows that they have low standards of living and thus they don't have occupational health and safety measures of their work places. However, a few respondents were appropriately recognized when they perform

well at their work places (18.75%). In general, the employment status of the parents in Kagugube is poor.

Table 3:

Responses to quality of life

	Percentage of responses (%)				
	Very often	Often	Not sure	Seldom	Not at all
1. How frequent are you worried about desired activity disruption?	45	18.75	12.5	16.25	7.5
2. Are you worried about desired activity disruption?	41.25	22.5	11.25	18.75	6.25
3. Do you frequently worry about career limitation worries?	10	33.75	31.25	21.25	3.75
4. Do you experience bad night's sleep	13.75	35	16.25	22.5	12.5
5. Do you worry about missing work?	21.25	27.5	37.5	5	8.75
6. Are you satisfied with your current social relationships?	35	20	15	10	20
7. Are you worried about skipping injections?	26.25	16.25	18.75	20	18.75
8. Do you enjoy the things you do for fun?	28.75	33.75	11.25	20	6.25
9. Do you have trouble in meeting family needs due to your physical condition?	61.25	20	6.25	8.75	3.75
10. Do you experience stress due to lack of enough money for your family?	48.75	28.75	2.5	12.5	7.5

According to the results, majority of the respondents have trouble in meeting family needs due to their physical conditions. Some parents have suffered problems of age; others eye sights and other related problems (61.25%). In addition, most parents are worried about desired activity

disruption (45%) that is over working daily without leisure. Majority of the respondents were satisfied with their current social relationships (35%) implying that the parents had good and strong relationships. On the other side, majority of the parents were not sure if they had worries about skipping injections.

Table 4:

Responses to Stress levels

	Percentage of responses (%)				
	Strongly Agree	Agree	Not Sure	Disagree	Strongly disagree
1. I find my work interesting due to job rotations that are enhanced in my organization	15	18.75	10	25	31.25
2. I am quite good at managing the many responsibilities of my daily life	22.5	27.5	12.5	22.5	15
3. I feel confident about my ability to handle personal problems	11.25	21.25	17.5	31.25	18.75
4. I am able to control irritation in life	20	22.5	25	25	7.5
5. I am able to effectively cope with important changes that occur in life	6.25	18.75	15	22.5	37.5
6. My organization always gives incentives to well performing employees	1.25	10	7.5	33.75	47.5
7. My salary is equivalent to the responsibilities I have	5	7.5	6.25	25	56.25
8. The working conditions at the workplace are good	11.25	18.75	7.5	28.75	33.75
9. I am completely happy and enjoy my job	15	6.25	2.5	40	36.25
10. There are sufficient working resources in the organization	3.75	13.75	27.5	25	30

Results in the table show that majority of the respondents were stressed by the fact that their salary is not equivalent to their responsibilities (56.25%). Secondly, majority of the respondents were unsatisfied with the incentives given to them for performing well which was also a stressor of to them (47.5%). In addition, the working conditions of the parents their work places are not good which is also a cause of stress (33.75%). However, majority of the respondents are good at managing the many responsibilities of their daily life (27.5%). Lastly, majority of the respondents (22.5%) are able to control irritation in their lives, implying that at a certain point they can control stress.

Inferential Statistics

The tables below present Pearson's rank correlation of the relationship between Employment status and Quality of life.

Table 5:

Correlation of Employment status and Quality of life

		Employment Status	Quality of life
Employment Status	Pearson's correlation	1	.177**
	Sig. (2 tailed)		.000
	N	80	80
Quality of life	Pearson's correlation	.177**	1
	Sig. (2 tailed)	.000	
	N	80	80

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

The first hypothesis stated that employment status is significantly related to the quality of life. Findings in table 5 show that there is a statistically significant positive correlation of

employment status scores with quality of life scores ($r = 0.177$, $p < 0.05$). Since p value is below 0.001, this implies that parents who have a poor employment status have significantly a poor quality of life. The hypothesis is retained and it is concluded that there is a significant positive relationship between employment status and quality of life. This implies that with a good employment status, the quality of life is good and vice versa.

Table 6:

Correlation of Employment status and Stress levels

		Employment status	Stress levels
Employment status	Pearson's correlation	1	.299**
	Sig. (2-tailed)		0.041
	N	80	80
Stress levels	Pearson's correlation	.299**	1
	Sig. (2-tailed)	0.041	
	N	80	80

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

The second hypothesis stated that employment status is significantly related to stress levels. Results in table 6, show that there is a statistically significant positive correlation of employment status and stress levels ($r = 0.299$, $p < 0.05$). This implies that as the employment status becomes better, stress levels reduce since the parents can afford the basic needs of life. On the other hand, as the employment status worsens, the stress levels increase due to related issues to unemployment. Since the value of p is lower in magnitude than the level of significance, we retain the hypothesis and conclude that employment status and stress levels are significantly and positively related.

Table 7:

Correlation of Quality of life and Stress levels

		Quality of life	Stress levels
Quality of life	Pearson's correlation	1	.239**
	Sig. (2-tailed)		.008
	N	80	80
Stress levels	Pearson's correlation	.239**	1
	Sig. (2-tailed)	.008	
	N	80	80

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

The third hypothesis stated that the quality of life and stress levels are significantly related. Findings in table 7 show that there is a statistically significant positive correlation of quality of life and stress levels ($r = 0.239$, $p < 0.01$). This implies that as the quality of life scores increases, stress level scores reduce. This is because the quality of life reduces the poverty rates among parents due to improved standards of living. Since the value of p is lower in magnitude than the level of significance ($p < 0.01$), the hypothesis is retained and it is concluded that there is a significant positive relationship between the quality of life and stress levels. As the quality of life reduces, the stress levels increase since the parents are worried about raising funds to feed their families.

Table 8:

Correlation of employment status, quality of life and stress levels of parents

Independent variable	Unstandardized coefficients		Standardized coefficients	T	Sig.	R square	Adjusted square	F	Sig.
	β	Std. error	Beta						
Constant	41.25	4.67		4.90	0.00	0.284	0.357	23.84	0.00
Employment status	0.177	0.132	0.046	0.272	0.001				
Stress levels	0.239	0.065	0.55	4.76	0.000				

a. Dependent Variable: Quality of life

The results from table 8 indicate that 35.7% of the variation in the quality of life could be attributed to independent attributes of employment status ($p = 0.001$, Beta = 0.46, $t = 0.272$) and to stress levels ($p = 0.00$, Beta = 0.55, $t = 4.76$). Both employment status and stress levels were significantly predictions of quality of life meaning that generally, parents who are well employed and have low stress levels are more likely to have better quality of life.

Chapter Five

Discussion, Conclusions and Recommendations

Introduction

This chapter involves a summary of findings, conclusions and recommendations. The discussion are based on the findings of the study objectives plus the hypothesis and recommendations are based on the discussion of the findings and the data analysis as well as interception of the findings addressing the research questions that the study aimed to identify and explain.

Discussion

Under this section, the relationship between employment status, quality of life and stress levels was intensively discussed as seen below

Relationship between Employment Status and Quality of Life

There is a significant relationship between employment status and quality of life of parents in Kampala Central Division. The correlation between the variables as per the results ($r=0.239$) is a positive correlation which implies that the employment status (employment and unemployed parents) had a great significant impact on the quality of life of the parents in Kampala Central Division (Tab. 7)

Employment generates an income, provides a sense of identity, it also offers opportunities for social contact to be creative, to learn new things and to engage in activities that give a sense of fulfilment and employment

The study concurs with the World Bank (2022) who reveal that to understand how the employment status affected/affects the quality of life, the study findings indicated that 56 percent of the respondents were not satisfied with their standards of living resulting from poor payments on their jobs or being unemployed. The World Bank (2022) report categorically reported that along with the unemployment rate in Uganda and mostly urban centers increased to 2.44 percent in 2022 from 1.80 percent in 2020. Such an observation implies that the employment rates in Kagugube greatly affects the quality of life of the parents negatively as they cannot afford to have all the basic needs, like food (a parent informed the recorder that they only have one meal per day due to poverty yet a normal human being has to enjoy 3 meals a day), medication, housing facilities, among others.

The study further concurs Swapan, Zaman, Ahsan, Ahmed, (2017) with In breaking down how the employment status affected the quality of life of the parents in Kagugube, it was reported by 56% of the respondents that they were not satisfied with their standards of living and this resulted from the poor employment status. This finding is supported by Cutter et.al. 2014 that unemployment increased stress, suicide rates, low standards of living especially where a head of the family could not raise the funds to sustain the family members.

Relationship between Unemployment Status and Stress Levels

The second hypothesis stated that there is a significant relationship between employment status and stress levels among parents in Kampala. Findings of the study indicated that there is a significant relationship between employment status and stress levels among the parents in Kagugube Parish. This implied that a poor employment status increases the stress levels of the parents.

Parents who are unemployed are not able to raise the family necessities such as food, school fees yet he is put under pressure thus causing a lot of stress among them. The failure to take care of their family leads many due to unemployment to vent out their frustration on family members. This further causes stress and tension among parents in Kampala.

The study findings are in line with (Pikine, 2017) who stated that unemployment damages emotional draw a conceptual connection between involuntary joblessness and psychological development feelings of helplessness brought on by a perceived lack of control and failure to obtain non-monetary benefits of work.

Erikson, (2006) postulated that healthy personality and emotional development during adulthood require that a person believes they are making strides to enrich themselves by contributing to their family and community.

The findings are in line with Amoako, (2017) who reported that unemployment is expected to exhibit, poorer mental alienation and depression. Thus highly educated parents are particularly vulnerable to the debilitating emotional consequences of unemployment. A host of factors may buffer the adverse psychological impact of involuntary joblessness including an understanding spouse, parents, siblings, adults and friends.

Relationship between Quality of Life and Stress Levels

The third hypothesis stated that there is a significant relationship between quality of life and stress levels among parents in Kampala division. Findings in the study showed that there was a significant relationship between quality of life and stress levels of parents in Kagugube Parish.

Due to work stress, parents are forced to always worry about the safety of their children and also how to take care of them this incredibly leads to loss of quality of life.

The study findings concur with Kruijt (2009) who reveals that stress is our body's response to pressure. Many different situations or life events can cause stress due to the heightened stress it impedes on the quality of life a person is living.

Eriksen (2006) reveals that financial hardships caused by poor employment status leads to poor standards of living (Quality of life) thus causing stress which damages health especially mentally. Eriksen further adds that if a person is overly stressed the quality of life is limited due to the inability to do carryout meaningful purposes.

In the findings between quality of life and stress levels, there was a statistically significant positive correlation ($r=0.239$). This implies that as the quality of life improves, stress levels reduce. This is explained in line with Eriksen, 2006 that as the quality of life improves poverty rates among parents reduce due to improved standards of living.

However, the findings also showed that as the quality of life reduces the stress levels increase since the parents get worried about raising funds to sustain their families. (Eriksen, 2006).

Conclusion

Basing on the findings from the study, it is considered that we live in a dynamic society that is controlled by the financial positions that parents hold that is to say, a slight change in the employment status causes several changes in the quality of life and stress levels. Therefore, the employment status has a crucial impact on quality of life and reduced stress levels the government

should provide employment schemes (opportunities) so as to increase the employment levels rates of the parents in Kagugube and other related measures to check on unemployment.

Recommendations

Basing on the findings from the study, the following recommendations were made;

To effectively improve the employment status of the parents, the government should build more industries so as to create more employment opportunities for the parents.

It should also be on a notice that more emphasis should be put on increasing the salary of the employed parents so as to help improve their quality of life thus reducing poverty.

Counseling should be given to the parents with high stress levels; as stress reduces, the quality levels of life and even has more negative impacts on the mental health of the parents.

Areas of Future Research

Further research should be carried out on qualitative research on stress levels, employment status and quality of life

The relationship between stress levels, quality of life and employment status should be studied in larger samples in order to generalize conclusions on the relationship between the variables in the study. Thus future researchers may focus on the limitations in the slum areas that lead to poor employment status, quality of life and stress among the parents in Kagugube or Kampala Central Division.

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Appendices

Appendix I:

Questionnaire

Dear respondent this questionnaire has been designed to establish a relationship between Employment status, way of life and stress levels of parents in Kampala Central Division .This information gathered will be used purely for the purpose of academic research and your response will be treated with strict confidentiality .Please read the questions carefully and respond honestly.

Section A: Personal Data [Fill in or Tick the choice from the categories]

No	Item	Coding Category	Response [Tick or Fill in]
1	Sex	Male	
		Female	
2	Age group of respondent	20-30years	
		31-40years	
		50 and above years	
3	Marital status	Single	
		Married	
		Divorced	
		Widowed	
4	No. of children	0-45-8	
		9-12	
		13+	
5	Highest level of education	S.4 and below S.6 and below Certificate and below	
6	Work setting	Formal Informal	
7	Duration of work	0-5 years 6-10years	
8	Religious affiliation	Moslem Catholic Protestant born again Others	

Section B: Employment status

Read carefully the questions in the table and tick where you apply;

	Strongly disagree	Disagree	Not sure	Agree	Strongly agree
1.The management of the organization is supportive of me.					
2.I receive the right amount of support at work.					
3.I am comfortable with my current employment status.					
4.I can acquire all my needs at my job.					
5.I am appropriately recognized when I perform well.					
6.I have adequate opportunities to develop my professional skills.					
7.I am satisfied with my standards of living.					
8.I feel encouraged to continue working at my current job.					
9.My health is protected while at my current workplace.					
10.I get enough free time for resting from work.					

Section C: Quality of life

Read each statement carefully and tick the score that closely responds with how you are affected by quality of life and the major causes of poverty in your household

Very often	Often	Not sure	Seldom	Not at all					
1	2	3	4	5	1	2	3	4	5
	How frequent are you worried about desired activity disruption?								
	Are you worried about about family life interference?								
	Do you frequently worry about career limitation worries?								
	Do you experience bad nights sleep?								
	Do you worry about missing work?								
	Are you satisfied with your current social relationships?								
	Are you worried about skipping injections?								
	Do you enjoy the things you do for fun?								
	Do you have trouble in meeting family needs due to your physical condition?								
	Do you experience stress due to lack of enough money for your family?								

Section D: Stress levels

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree					
	1	2	3	4	5					
1.	I find my work interesting due to job rotations that are enhanced in my organization					1	2	3	4	5
2	I am quite good at managing the many responsibilities of my daily life.					1	2	3	4	5
3	I feel confident about my ability to handle personal problems					1	2	3	4	5
4	I am able to control irritation in life					1	2	3	4	5
5	I am able to effectively cope with important changes that occur in life					1	2	3	4	5
6	My Organization always give incentives to well performing employees					1	2	3	4	5
7	My salary is equivalent to the responsibilities I carry out					1	2	3	4	5
8	The working condition at the work place is good					1	2	3	4	5
9	I am completely happy and enjoy my job					1	2	3	4	5
10	There are sufficient working resources in the organization					1	2	3	4	5

Appendix II:**Time frame**

Months	Expected results
June	Topic and objective development
July	Existing literature combined
August	Submission o proposal study area mapped.
September	Data collection, final data base crated data analysis
October	Find proposal compiled submission of proposal

Appendix III:**Budget**

ANTONEDWA KIRUNGI GOODRICH

Budget for research of a Bachelor of Industrial and Organizational Psychology Degree

Serial No.	Requirements and details	Quantity	Unit price [ugshs]	Total Amount [ugshs]
A	Equipment and stationery			
1	Flash Disc	1pc	30000	30000
B	Personnel			
2	Research Assistants[2]	2 months	50000	100000
3	University guides[2]	1 month	40000	80000
C	Printing Service			
4	Printing the proposal	7pcs	5000	35000
	Grand total			245000