

General Mental Health, Mindfulness and Work Performance among Health Workers in Uganda

By

Tulengerayo Joshua


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Declaration

I Tulengerayo Joshua declare to the best of my knowledge that this dissertation is original and my piece of work entailing acknowledged citations, quotations and references from other people's ideas and work and have never been submitted to any other higher institution of learning of an academic award.

Signature: .....


Date: 13/12/22.....

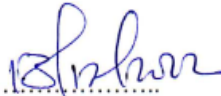
Tulengerayo Joshua

19/U/27025/PS

Approval

The dissertation on general mental health, mindfulness and job performance among health workers in Uganda has been developed by Tulengerayo Joshua under my supervision.

Signature: .....

Date: .....

Dr. Baluku Martin

Supervisor

Dedication

This report is dedicated to the Almighty God for He is the beginning of all wisdom.

Acknowledgement

I glorify the Almighty God that has enabled me persevere through all the circumstances. I appreciate my supervisor for his time and guidance. To all my lecturers that have been patient with my excuses all in the name of finishing this research proposal.

To my entire family and friends, I owe you a lot for you have supported me financially, emotionally and physically.

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Abstract

General mental health has globally become a very interesting area of study for it deals with how man processes his surroundings hence making it an inevitable aspect in the human day to day cycle. In this dissertation, the effects of general mental health on mindfulness and job performance among health workers in Uganda are analyzed. The relationship among the three variables is examined and to find out whether there is a positive or negative significance. The dissertation includes empirically collected data from several health workers in Uganda who share their experiences as far as general mental health; mindfulness and job performance are concerned. Within the model, the Pearson correlation coefficients method was utilized for measuring the indirect impacts. Findings reveal that show that there is a significant positive relationship between mindfulness and general mental health ($r=.11^{**}$, $p(0.245)>0.05$) and also other findings show that there is a significant positive correlation between mindfulness and job performance ($r =.15^{**}$, $p(0.118)>0.05$). Lastly, more findings reveal that there is a significant positive relationship between General Mental Health and Job Performance ($r = .03^{**}$, $p(0.789)>0.05$). Mindfulness enhances self-esteem which is positively related to job performance and further more positively related and significant to mental health. This research is one of the scarce efforts to evaluate the linkage of mental health, mindfulness and job performance. Working in an environment that is mentally healthy is the second most important factor when looking for a job. Workers are also less likely to change jobs. Reduced absenteeism, workers take less time off, which saves your business money.

Chapter One

Introduction

Background

General mental health was believed to include our emotional, psychological and social well-being. It affected how health workers think, feel and act. General mental health also helped determine how people (health workers) handled stress, related to others, and made healthy choices. Being a very important stage in man's life, it helped in correlation of personal feelings about oneself including self-esteem, confidence, mindfulness and general performance on different tasks.

General mental health dealt with a mental property which was a state of mind of a person in this case health workers. This provided room for global recognition and that is why a specific date was globally designed October 10th each year to raise awareness of mental health issues around the world and also mobilize efforts in support of general mental health. Among health workers in Uganda, general mental health was believed to be very important as it looked at the mentally related challenges faced by health workers both the overt and covert, how they affected their wellbeing and the extent to which these challenges were being handled. Information on General mental health among health workers in Uganda was used to go an extra mile in tracing and knowing about the psychological stress levels of different health workers and a recent study by BMC (biomedcentral) in an Free PMC article written by choolwe muzyamba in 2021 showed that the COVID-19 pandemic had greatly affected the general mental health of workers in Uganda hence negatively affecting their mindfulness and job performance even when the pandemic was seemingly being wiped out. He further noted that the factors that led to this situation include; long working hours, lack of sleep, exhaustion and experiencing death of several patients under their care.

Mindfulness was defined as the mental state that could be achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts and bodily sensations, used as a therapeutic technique. In other words, job performance is the act of assessing whether a person performs a job well or as required and this is usually done by human resource managers. Observing these definitions, I realized that general mental health affected both mindfulness and job performance as far as the health workers profession in Uganda was concerned. How? As far as general mental health was concerned, mindfulness could help reduce stress, boost creativity, improve attention, working memory concentration and also strengthen relationships. All the above benefits were factors that boosted great job performance and so I concluded that for a health worker in Uganda to perform well on the job, they needed to be mindful.

Mindfulness could reduce mental health disorders such as depression, anxiety, suicidal ideation, chronic pain, addiction, recovery, relapse prevention and eating disorders. Mindfulness which is a core element in general mental health would therefore not only help health workers in Uganda to stay sane and feel better about themselves but it would also boost their productivity and help them get better results. According to the Forbes news website in an article by Yolanda Lau dated on October 5th 2020, it says that when an employee in this case health workers in Uganda were mindful, they would be able to give permission and space to themselves to think, to be present, hence leading to mental agility, resilience and self-awareness. In addition, mindfulness could increase openness to new ideas and develop compassion and empathy which were believed to be great elements in both general mental health and job performance. Finally, general mental health was a fundamental foundation for great mindfulness which then played a great impact in job performance of health workers in Uganda.

Problem Statement

There was increased general mental health instability among health workers in Uganda which was greatly affecting their mindfulness while at work hence a major decline in the comprehensive job performance. This research was aimed at investigating the lived experience of mental health challenges among health workers in Uganda and how they were coping with the declining mindfulness levels that were greatly affecting their job performance. The research provided awareness on the actual reality of the causes to these problems which included; inadequate facilities and resources, unfair pay and treatment while at the job, lacking in skills and lack of necessary training to meet various elements that are likely to improve their job performance. Awareness on the increased general mental instability among health workers in Uganda was important because it was a major issue to why some health workers were losing their jobs, poor medical attention to the patients, and increased strikes while on the job.

Purpose

To investigate the relationship between general mental health, mindfulness and job performance among health workers in Uganda

Objectives

1. To examine the relationship between general mental health and mindfulness among health workers.
2. To examine the relationship between mindfulness and job performance among health workers.
3. To assess the relationship between general mental health and job performance among health workers.

Scope

Geographical Scope

The study was to take place in Uganda which according to Wikipedia is a landlocked country in East Africa. According to data from relief web that is serviced by Office for the Coordination of Humanitarian Affairs (OCHA), it was indicated that Uganda had 139 general hospitals, 14 regional referral hospitals and 5 National Referral Hospitals. These include; Mulago National Referral Hospital, Butabika National Referral Hospital, China Uganda Friendship Hospital, Kawempe National Referral Hospital and Kiruddu National Referral Hospital. Most of these health facilities were located in Kampala the capital city of Uganda and that is where I chose to carry out this study. Specifically, the research was carried out among health workers in Kampala working in the several health facilities mentioned above and this because I too was living in Kampala, this only made it cheaper as far as data collection was concerned. These health workers were comprised of; doctors, nurses, pharmacists, dentists, psychologists, paramedics, medical assistants, midwives, speech language therapists, optometrists and many others. The research was done by 30 health workers in a period of one month.

Contextual Scope

According to the World Health Organization, general mental health was defined as the state of well-being in which the individual realizes his or her own abilities and can cope with the normal stresses of life, can work productively and fruitfully by being able to make a contribution to his or her community. In other words and according to my interpretation, general mental health covered self-awareness and realization which later led to self-efficacy in humans.

Mindfulness was rather the maintenance of a moment by moment awareness of our thoughts, feelings, bodily sensations and surrounding environment, through a gentle and clear perspective of life. That is according to Greater Good Magazine by the Science of Happiness Podcast.

Lastly, job performance according to Encyclopedia of Behavioral Medicine in an article issued on July 5th 2022 by Marc Gellman and John Rick Turner was defined as a means to reach a goal or set of goals within a job, role or organization. Looking at all these three variables, it was evident that one variable could not survive without the other hence making them dependent. General mental health is also rather a confounding variable.

Significance

To create a platform where issues affecting health workers in Uganda were addressed and handled because general mental health, is one of the major reasons to why health workers were losing their jobs and suffering long term depression while at work and after retirement. This research was to highlight all those issues that damaged health workers in other words it was an indirect whistle blowing technique to alert the responsible authorities to take action for instance the Ministry of Gender, Labor and Social Development which is responsible for the protection and promotion of the rights of the vulnerable populations, addresses gender inequalities, labor and employment as well as community mobilization and empowerment. (Information on the Ministry of Gender, Labor and Social Development is from ecitizen.go.ug). The research was to also benefit health workers identify their concerns as far as general mental health, mindfulness and job performance are concerned so as to improve these qualities hence job stability and retention at their places of work.

Conceptual Framework

This particular conceptual framework showed how general mental health affected mindfulness which later affected job performance of health workers in Uganda. The consequences were that positive general mental health leads to positive mindfulness and that if one's mindfulness is proper, then one's job performance was to be good but if the general mental health is negative, then the consequences are more likely to be negative.

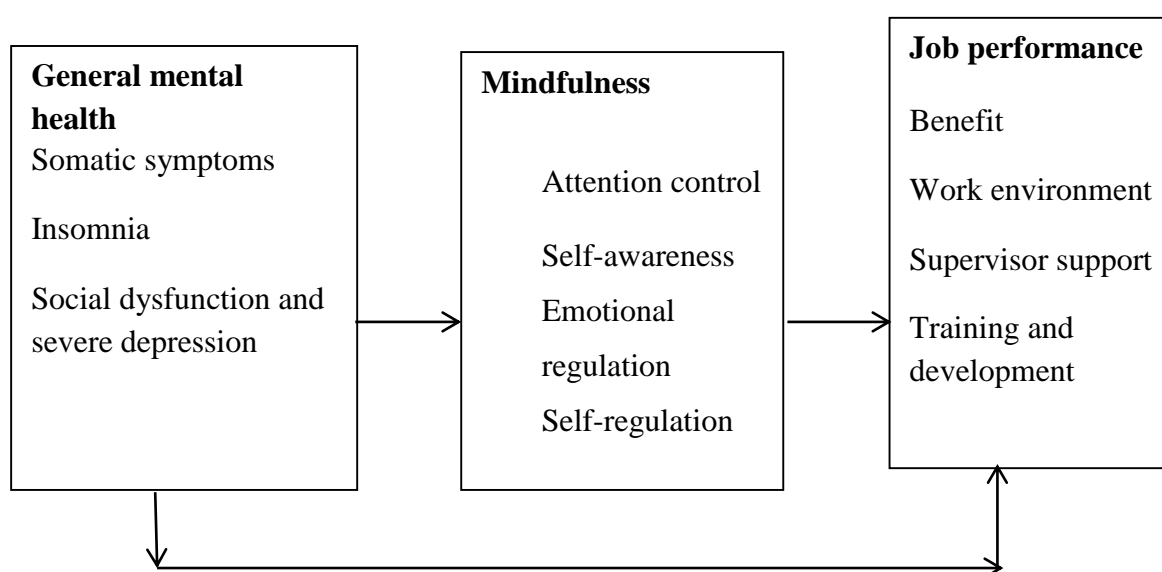


Figure 1: Conceptual framework showing the relationship among general mental health, mindfulness and job performance

According to the table above, we saw that when a health worker is depressed, their attention control was likely to be poor which could lead to less benefit while at the work place. Furthermore, somatic symptoms which are under mental health could lead to less self-awareness which is under mindfulness and later one's work environment would change negatively while at the work place hence affecting the health workers job performance.

Chapter Two

Literature Review

Introduction

This review focuses on the theories of general mental health, mindfulness and job performance. Furthermore it looks at the factors affecting the relationship between general mental health and mindfulness, general mental health and job performance, job performance and mindfulness.

General Mental Health and Mindfulness

According to the Center for Disease Control and Prevention, mental health is referred to as man's emotional, psychological, and social well-being. It affects how man thinks, feels, and acts. It also helps determine how man handles stress, relates to others and makes healthy choices. The CDC goes ahead to emphasize that mental health is important at every stage of life that is from childhood, through adolescence and later adulthood. The CDC highlights the importance of mental health for overall health as it states that mental and physical health are equally important components of overall health. For example, depression increases the risk for many types of physical health problems, particularly long-lasting conditions like diabetes, heart disease, and stroke. Similarly, the presence of chronic conditions can increase the risk of mental illness.

Given the fact that the general mental health of an individual can change over time, the CDC encourages employers of health workers to remember that a health workers mental health can change over time depending on many factors. For instance when the demands placed on a person exceed their resources and coping abilities, their mental health could be impacted. For example if someone is working long hours, caring for a relative, or experiencing economic hardships, they may experience poor mental health. I greatly relate to this because as I was carrying out my research, I asked a nurse

from Mulago National Referral Hospital about the general state of her mental health and she said it was poor due to the hardships they faced during the COVID-19 pandemic. They witnessed several deaths, worked for long hours; they lived in fear of contracting the virus, spent less time with their families and many other stressors.

The question would be, “why are health workers more likely to experience mental health problems.” The answer according to Center for Disease Control and Prevention by The National Institute for Occupational Safety and Health (NIOSH) is that working conditions have always been challenging for health workers, even before the pandemic.

Mindfulness is the basic human ability to be fully present, aware of where one is and what he or she is doing, and not overly reactive or overwhelmed by what’s going on around one. That is according to the mindful.org (healthy mind, healthy life) published July 8, 2020. This article stretches that mindfulness is the quality that every human possesses and that it is not something one has to ask for but rather learn how to access it. The article states that when health workers are mindful, they reduce stress, enhance performance, gain insight and awareness through observing their own minds, and increase their attention to others well-being in this cases the patients they care for.

Considering the relationship between general mental health and mindfulness, I looked at an article on the WebMD website that was medically reviewed by Dan Brennan, MD on October 25, 2021. The heading was, “What to know about mindfulness and mental health.” He stated that mindfulness plays a big role in improving ones overall mental health and according to research, mindfulness helps people manage stress, depression, addiction, and anxiety, it has shown to be effective in people with health conditions like hypertension, chronic pains, and heart failure. Psychologists and mental health therapists recommend mindfulness as a way to help heal and head off depression. According to a research article titled psychological distress and associated factors among hospital workers in Uganda during the COVID-19 lockdown – A multicenter study by Joseph

Kirabira and Patrick Kyamanywa, stated that the prevalence of depression and anxiety among health workers in Uganda prior to the COVID-19 pandemic was 21.5% and this was due to the risk factors of experiencing occupational hazards such as stress included failure to have the necessary personal protective equipment and safety tools, working in multiple facilities, working overtime and working related pressures and when we go back to the information provided by the WebMD website, health workers are advised to practice mindfulness as it eases identification of stress, anxiety or depression signals early on. One is believed to become more positive in the way they respond to signs of mental health problems by simply making peace with one's body by listening and responding to each sensation one experiences.

In conclusion, for a health worker to have good general mental health which is characterized by self-control, objectivity, affect tolerance, enhanced flexibility, equanimity, improved concentration and mental clarity, emotional intelligence and the ability to relate to others and one's self with kindness, acceptance and compassion, according to the American Psychological Association in an article written by Daphne M. Davis, PhD, and Jeffrey A. Hayes, PhD on July/August 2012, vol. 43, No.7, he or she needs to be mindful. That is general mental health and mindfulness is simultaneously both independent and dependent variables.

General Mental Health and Job Performance

During the past years especially during the COVID-19 pandemic in Uganda, many health workers' mental health has worsened and this has had a great impact on their job performance.

According to the University of Washington HUMAN RESOURCES journal, job performance is defined as quality of work (accuracy, thoroughness, competence) quantity of work (productivity level, time management, ability to meet deadlines) job knowledge (skills and understanding of the work) working relationships (ability to work with others, communication skills)

Observing, monitoring and recording patients' conditions by taking temperatures, pulses, respirations and weight, communication with patients, relatives and cares, assisting with clinical duties, personal care including infection prevention and control, food, personal hygiene and overall reassurance, comfort and safety. This information is offered by the Open University and Unison in Partnership. A health worker in Uganda that is likely to fulfill all these responsibilities, is most likely to be considered efficient and thus performing their job well

According to the World Health Organization, depression and anxiety alone cost global economy approximately one trillion dollars annually due to lost productivity that is why in this vein, Harvard Medical School suggests thinking of mental health care as an investment. Studies have found that when depression is adequately treated, companies reduce job-related accidents, sick days, and employee turnover, as well as improve the number of hours worked and employee productivity.

According to the Passport Health corporate wellness, it is stated that while treating mental illness is an extremely complex issue, the general ideas behind it aren't. Employers and co-workers alike can stay vigilant and work to stop the stigma about mental health by trying to understand what others are going through. After all, just as a physically healthy workforce is a better one, a mentally healthy workforce is stronger too.

Poor mental health and stress can negatively affect health workers and this can be reflected through; job performance and productivity, engagement with one's work communication with coworkers, and physical capability and daily functioning. Mental illnesses such as depression are associated with higher rates of disability and unemployment. Depression interferes with a person's ability to complete physical job tasks about 20% of the time and reduces cognitive performance about 35% of the time. This is according to Centers for Disease Control and Prevention in a journal titled Mental Health in the Workplace. This journal goes ahead to highlight that only 57% of

employees who report moderate depression and 40% of those who report severe depression receive treatment to control depression symptoms.

Mindfulness and Job Performance

Mindfulness is commonly defined as the psychological experience which arises from “paying attention in a particular way: on purpose, in the present moment and none judgmentally” (Kabat-Zinn, 1994). In recent decades, many studies have looked into the importance of mindfulness in diverse situations, from clinical psychology to the workplace (Shonin, Gordon & Griffiths, 2013; Hülshager, Alberts, Feinholdt, & Lang, 2012).

It has become increasingly common in recent years for many companies, including; Google, Target and General Mills, to offer mindfulness programs in their workplaces, these programs are aimed at decreasing employees’ stress levels and feelings of burnout, improve their focus, clarity, listening and decision-making skills, and increase their overall happiness and wellbeing

(Bazarko, Cate, Azocar, & Kreitzer, 2013; Allexandre, Bernstein, Walker, Hunter, Roizen, & Morledge, 2016 Hülshager, Alberts, Feinholdt, & Lang, 2012) Several disciplines and practices, such as yoga exercises, can cultivate mindfulness, though most literature focuses on improving mindfulness through meditation (Farb, Anderson, Mayberg Bean, McKeon, & Segal, 2010; Walsh & Shapiro, 2006) Studies have found that mindfulness-based therapy was often effective in reducing social anxiety, depression, rumination and pain. In a clinical setting, the Mindfulness-Based Stress Reduction (MBSR) program has been found to have a beneficial effect on organic illnesses such as chronic insomnia and general anxiety disorder. It has a direct effect on reducing anxiety symptoms, and may also improve stress reactivity and the ability to cope with stress-inducing situations (Gross, Kreitzer, Reilly-Spong, Wall, Winbush, Patterson, Mahowald & Cramer-Bornemann, 2011; Hoge, Bui, Marques, Metcalf, Morris, Robinaugh, Worthington, Pollack & Simon, 2013). Increased self-esteem and improved mood symptoms in depressed patients have also been reported (Goldin & Gross, 2010; Hofmann, Sawyer, Witt, & Oh, 2010).

It has been suggested that mindfulness not only enables an individual to become less reactive, but also more psychologically flexible. Studies have found that, due to the increased capacity to cope with stress and communicate calmly and effectively, mindfulness can improve relationship satisfaction (Barnes, Brown, Krusemark, Campbell & Rogge, 2007; Wachs & Cordova, 2007). Mindfulness reduces the negative impact of stressful conflicts (Barnes et al.2007) and improves an individual's ability to express him-or herself in social situations. Mindfulness at work: Stress-inducing demands, time pressure, competitiveness and multitasking, all of which are vital in the rapidly-evolving digital era, are becoming increasingly normalized in the modern business world. Combined, these factors have led to ever-increasing levels of stress for employees. Burn-out and a lack of engagement are growing concerns, which can have a negative influence on individual welfare and industrial productivity. Studies have found improvements in general health, resilience, vigor and engagement amongst employees after introducing mindfulness into the workplace environment.

A reduction in stress, emotional exhaustion and work burnout have been documented, thereby enhancing overall employee wellbeing (Bazarko et al., 2013; Alexandre et al., 2016; Aikens, Astin, Pelletier, Levanovich, Baase, Park, & Bodnar, 2014; Hulsheger et al., 2012; Huang, Li, Huang, & Tang, 2015).

This study analyses the correlation between mindfulness and performance in employees working in manufacturing, considering factors including quality, quantity, and timeliness of work. If a significant positive correlation exists, this suggests that introducing mindfulness programs into the workplace may lead to decreased absenteeism and staff turnover, improved employee-client relationships and improved job satisfaction among workers, positively impacting the overall health of the company. The above studies indicate that for one to perform well on the job, one's mindfulness should be good.

Hypotheses

The following hypotheses have been generated to guide the study.

1. There was a significant relationship between general mental health and mindfulness
2. There was a significant relationship between mindfulness and job performance
3. There was a significant relationship between general mental health and job performance

Chapter Three

Methodology

Introduction

This chapter discussed the methods and techniques that were used for conducting research. As this research was being carried out, both quantitative and qualitative techniques were used mainly in data collection. This chapter focused on the methodology aspects of the study which include, Research Design, Area sample, Population, Sample size determination, Sampling strategy, Exclusion and inclusion criteria, Data collection instruments, Structured questionnaire, Quality control, Reliability, Validity, Data collection procedure, Data management and analysis, Ethical consideration.

Research Design

While conducting this study, the quantitative approach was used. A correlation survey design was used to investigate the relationship between the three variables. This design was used because it prohibited the researcher to manipulate any finding based on the fact that it is a non-experimental type of quantitative research approach.

Area Sample

Uganda which is a landlocked country in East Africa, west of Kenya, south of South Sudan, east of the Democratic Republic of Congo, and north of Rwanda and Tanzania. In the need to carry out this research, I concentrated on Kampala mainly because it was very accessible and cheaper compared to other parts of Uganda. Kampala is Uganda's national and commercial capital bordering Lake Victoria, Africa's largest lake. The geographical location of the capital is Area 189km (squared), elevation; 1,200 m.

Population

The target population of this study was 30 health workers in Uganda Kampala in particular. According to intrahealth.org, Uganda was estimated to have about 317,443 health workers as per 2021 findings. Uganda at large has 6,937 health facilities and each is established under unique administrative unit's i.e. region, district, sub-district, and sub-county. The country has 139 general hospitals and 14 Regional Referral Hospitals.

Sample Size Determination

Under this study, the convenient random sampling technique was used to select 30 health workers who participated in the research project. These health workers came from different health centers like, Mulago National Referral Hospital, Butabika National Referral Hospital, Abi clinic, and many other health facilities.

Sampling Strategy

Cluster sampling was used where health workers were divided into smaller groups and then randomly selected from these specific groups. This strategy was used because it covers a large population that is widely geographically dispersed. For instance, I mostly covered health workers in central division and Nakawa division.

Exclusion and Inclusion Criteria

The study mainly concentrated on practicing health workers for instance doctors, nurses, pharmacists, clinical officers and all other practical health professions and specialties. The study didn't cover other professions that operate in health centers for example managers, security guards, accountants and many others. It respectively applied to certified health workers.

Data Collection Instruments

The researcher used a self-structured questionnaire to collect data from respondents. This questionnaire was delivered physically or by hand and by the researcher himself to various health workers.

The self-structured questionnaire was structured into eight sections and it requires the respondent to indicate the level of agreement to each statement by ticking one of the alternatives provided. The respondent is also free to feel only the three sections and ignore the rest because the mainly needed sectors in this study are general mental health, mindfulness and job performance.

The mindfulness scale was adopted from the Makerere University School of Psychology questionnaire about the study on the effects of physical Activity and Fatigue on work outcomes. A nineteen-point Likert scale was used based on a scale of 1-6 where 1= Strongly Disagree and 6=Strongly Agree.

The section for general mental health also used a twenty eight-point Likert scale that was based on the scale of 1-6 where 1=Never and 6 Very Often and it was designed to cover the period that COVID-19 started to date.

The last section is for job performance and it was divided into three sections which are Task performance, Contextual Performance and Counterproductive work Behaviors. Under Task performance, a six-point Likert scale was used based on a scale of 1-6 where 1= Seldom and 6 =Always. Contextual performance, an 8-point Likert scale was used based on a scale of 1-6 where 1=Seldom, and 6= Always. And lastly, the Counterproductive work behaviors is also based on a five-point Likert scale of 1-6 where 1=Never and 6 =Always.

Quality Control

Validity

To ensure validity, the research adopted a standardized questionnaire with known and acceptable validity. This questionnaire was actually given or provided by my supervisor, Dr. Baluku Martin who confirmed that the questions were relevant to the topic under investigation.

Reliability

For reliability, basing on the Cronbachs Alpha reliability coefficients for the subsection of General mental health was conducted and it was 0.78 to 0.09 (Robinson and Price 1982).

Data Collection Procedure

A recommendation letter was given to the researcher by the supervisor and it was accepting the researcher to obtain information from health workers in various health facilities. When permission was granted to the researcher to go ahead and carry out research, the researcher gave some guiding principles to the respondents how to fill the questionnaire. After completion of the exercise, the questionnaires were to be collected back for data analysis and interpretation.

Data Management and Analysis

Data was coded and assigned into different categories and this helped the researcher to make important strategic decisions based on data .The data is to be analyzed using statistical Package for social scientists and will be presented using frequency percentage tables and also the Pearson Product Moment Rank Correlation Coefficient which will be used to test the tree relational hypothesis (general mental health and mindfulness, mindfulness and job performance, general mental health and job performance).

Chapter Four

Results

Introduction

This chapter discussed the research findings and interpretation of the results. It consists of two main sections where the first section containing the descriptive statistics of the respondents' bio-data. The second section focuses on the results from the hypotheses analysis on the relationship between the study variables.

Bio-Data of Respondents

The respondents of this study were of various socio-demographic characteristics and these included gender, age, level of education, duration of services at their respective organizations, position in organization. These were summarized in the table below.

Table 1: Bio-Data of the Respondents

Bio-Data	Frequency	Percentage
Gender		
Female	51	45.9
Male	61	54.1
Total	111	100
Age		
20-30	46	39.6
31-40	49	45.9
41-50	12	10.8
51-68	4	7.8
Total	111	100
Years in organization		
1-5	50	45
6-10	24	32.7
11-16	37	33.3
Total	111	100
Describes position in organization		
Owner of company	3	2.7
Top level management	13	11.7
Middle level management	33	29.7
Lower level management	22	19.8
Front-line supervisory job	11	9.9
Have no supervisory tasks	29	26.1
Total	111	100
Education		
Teaching certificate	2	1.8
Diploma	11	9.9
Bachelor's degree	69	62.2
PGDE	3	2.7
Masters degree	26	23.4
Total	111	100

The findings in the table 1 above show that the respondents of this study were of various socio-demographic characteristics. The results shows that respondents were both male and female, however male respondents participated more by 54% compared to the females who participated at 46% as the study was being carried out among different health workers in Uganda. As the study was being carried out, the male respondents were more cooperative than female's respondents. The results also show that respondents were of different age groups and still according to the results, it is reflected that majority of the respondents were between 24 to 48 years of age. The time of service of the health workers was assessed and the study revealed that most respondents had been in service within 1-6 years which implies that most of the health workers had worked in their respective places for a period of 1 to 5 years.

Hypothesis Testing

Table 2: Relationship between General Mental Health and Mindfulness

		1	2	3
1.	Mindfulness	1		
2.	Mental health			
	Pearson Correlation	.11**	1	
	Sig. (2-tailed)	.245		
3.	Job performance			
	Pearson Correlation	.15**	.03**	1
	Sig. (2-tailed)	.118	.789	

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

Hypothesis 1 stated that there is a significant relationship between General Mental Health and Mindfulness. To determine the significance of the relationship, Pearson correlation (r) was used (table 1). The findings in the table above show that there is a significant positive relationship between mindfulness and general mental health ($r=.11^{**}$, $p(0.245)>0.05$) therefore it is concluded that

positive mental health positively influences mindfulness thus the significant relationship between general mental health and mindfulness.

Hypothesis 2 stated that Mindfulness and Job Performance are significantly related. To determine the significance of the relationship, Pearson Correlation (r) was used (table 1). The findings in the table above show that there is a significant positive correlation between mindfulness and job performance ($r = .15^{**}$, $p(0.118) > 0.05$) thus it is concluded that there is a positive significant relationship between mindfulness and job performance.

Hypothesis 3 stated that there is a significant relationship between General Mental Health and Job Performance. To determine the significance of the relationship, Pearson correlation (r) was used (table 1). The findings in the table above show that there is a significant positive relationship between General Mental Health and Job Performance ($r = .03^{**}$, $p(0.789) > 0.05$) therefore it is concluded that there is a positive significant relationship between mental health and job performance.

Chapter Five

Discussions, Conclusions and Recommendations

Introduction

This chapter presents the discussion of the results of the study in relation to the hypotheses and previous findings by some scholars in relation to the study. The first section discusses the relationship between General Mental Health and Mindfulness, the second section discusses the relationship between Mindfulness and Job Performance whereas the third section discusses the relationship between General Mental Health and Job Performance among health workers in Uganda.

General Mental Health and Mindfulness

The first hypothesis stated that there is a significant relationship between General Mental Health and Mindfulness; the results revealed that there is indeed a significant positive relationship between General Mental Health and Mindfulness among health workers and this finding is backed by work from some scholars.

According to WebMD article issued on October 25, 2021 (managing stress and Anxiety) medically reviewed by Dan Brennan, MD, the role of mindfulness on one's mental health is clearly broadcasted as its pointed out to be a big role in improving ones overall mental health.

Mindfulness and Job Performance

Hypothesis 2 findings indicate that there is a significant positive relationship between Mindfulness and Job Performance. Hence mindfulness at work can improve one's focus, attention, and ability to work under stress which is Job Performance.

Several recent studies brought evidence regarding a small positive relationship between mindfulness of employees and their job performance (Dane & Brummel, 2013; Rebet al., 2015).

More mindful individuals seem to be more productive at work. This relationship can be also explained through various mechanisms.

Recently merged research supports the existence of a positive relationship between mindfulness and job performance. Mindfulness is positively connected to performance (Dane & Brummel, 2013). Based on these results, the dynamicity of a job will be controlled in this research.

General Mental Health and Job Performance

Hypothesis 3 findings show that there is a significant positive relationship between General Mental Health and Job Performance. Hence, the positive component of mental health had a positive effect on job satisfaction, while the negative component of mental health has a negative effect on job performance.

The findings show that mental health conditions can negatively impact self-perceived job performance in the form of lower quality of one's work, slower pace, and more mistakes. In addition, the findings reveal coping strategies that positively and negatively affect one's performance at work. Strategies that negatively influence one's performance include substance abuse and self-harm, suppressing and hiding one's symptoms, and forcing oneself to continue to work when feeling unwell. Coping strategies that tend to positively affect their performance include accepting one's condition and taking time off, medication and counseling, mindfulness activities, transparent communication, humor, and a compensation strategy.

Conclusion

The purpose of the study was to find out whether general mental health, mindfulness and job performance among health workers in Uganda are inter-related. The study revealed that General Mental Health and Mindfulness are significantly related hence one can say that an increase in poor mental health leads to an increase in poor mindfulness and an increase in proper mental health positively leads to an increase in proper mindfulness of health workers in Uganda. The study revealed

that there is a significant positive correlation between mindfulness and job performance. Lastly the study also revealed a positive significant relationship between General Mental Health and Job Performance. Hence, the positive component of mental health had a positive effect on job satisfaction, while the negative component of mental health has a negative effect on job performance.

Recommendations

Basing on the result of the study, I suggest that the government of Uganda should employ specialized counselors, psychologists, human resource managers and all parties that deal with the mental wellbeing of human beings to provide free services to health workers so as to maintain proper, sane and stable mental health if their mindfulness and job performance are to be positively enhanced. Different health facilities should design effective guidelines that grant their employees the opportunity and right to express themselves as far as mental health is concerned if they are really to get the help, they need in simple terms the liberty to give feedback and express themselves.

Area for Further Research

It is important that further research be conducted on General Mental Health, Mindfulness and Job Performance among health workers in Uganda by using more measurable means and more scientific and empirical methods. This might enable to create a wider dimension of results and make results more evident.

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Appendices

Appendix A: Questionnaire

Makerere University School of Psychology
A study on the Effects of Physical Activity and Fatigue on Work Outcomes

Dear Participant,

You are invited to participate in this study focuses on the effects of physical activity and fatigue on work outcomes of employees. Your participation will involve completing the survey questionnaire below. The questionnaire takes 10 - 20 minutes. Your responses will be kept anonymous and confidential. Work through the items below quickly. You should often go with your first instinctive response that comes to your mind when you read the item.

Fatigue

On a scale of 1-6 where 1= All of the time; 2=Most of the time; 3=A good bit of the time; 4=Some of the time; 5=A little of the time; 6=None of the time; indicate how you feel and how things have been with you during the past few weeks/ months. For each question, please give the one answer that is closest to the way you have been feeling.

How much of the time during the past few weeks/ months...		1	2	3	4	5	6
F1	... did you feel tired?						
F2	... did you feel worn out?						
F3	... did you feel satisfied with your sleep						
F4	... did you feel low energy levels						
F5	... did you feel like you						

Physical Activity

The questions in this section concern the time you spend doing different types of physical activity in a typical week. Please answer these questions even if you do not consider yourself to be a physically active person.

Think first about the time you spend doing work. Think of work as the things that you have to do such as paid or unpaid work, study/training, household chores, harvesting food/crops, fishing or hunting for food, seeking employment. In answering the following questions 'vigorous-intensity activities' are activities that require hard physical effort and cause large increases in breathing or heart rate, 'moderate-intensity activities' are activities that require moderate physical effort and cause small increases in breathing or heart rate.

SN	Question	Response
Physical activity at work		
P1	Does your work involve vigorous-intensity activity that causes large increases in breathing or heart rate like [e.g. carrying or lifting heavy loads, digging or construction work] for at least 10 minutes continuously?	Yes _____ No _____ If No, go to P4
P2	In a typical week, on how many days do you do vigorous-intensity activities as part of your work?	Number of days _____
P3	How much time do you spend doing vigorous-intensity activities at work on a typical day?	_____ Hours _____ minutes
P4	Does your work involve moderate-intensity activity, that causes small increases in breathing or heart rate such as brisk walking [or carrying light loads] for at least 10 minutes continuously?	Yes _____ No _____ If No, go to P7
P5	In a typical week, on how many days do you do moderate-intensity activities as part of your work?	Number of days _____
P6	How much time do you spend doing moderate-intensity activities at work on a typical day?	_____ Hours _____ minutes
Physical activity during travel to and from places		
P7	Do you walk or use a bicycle (pedal cycle) for at least 10 minutes continuously to get to and from places?	Yes _____ No _____ If No, go to P10

P8	In a typical week, on how many days do you walk or bicycle for at least 10 minutes continuously to get to and from places?	Number of days _____
P9	How much time do you spend walking or bicycling for travel on a typical day?	_____ Hours _____ minutes
Recreational/ Leisure activities		
P10	Do you do any vigorous-intensity sports, fitness or recreational (leisure) activities that cause large increases in breathing or heart rate like [running, football, or other game] for at least 10 minutes continuously?	Yes _____ No _____ If No, go to P13
P11	In a typical week, on how many days do you do vigorous-intensity sports, fitness or recreational (leisure) activities?	Number of days _____
P12	How much time do you spend doing vigorous-intensity sports fitness or recreational activities on a typical day?	_____ Hours _____ minutes
P13	Do you do any moderate-intensity sports, fitness or recreational (leisure) activities that cause a small increase in breathing or heart rate such as brisk walking, [cycling, swimming, volleyball, etc.] for at least 10 minutes continuously?	Yes _____ No _____ If No, go to P16
P14	In a typical week, on how many days do you do moderate-intensity sports, fitness or recreational (leisure) activities?	Number of days _____
P15	How much time do you spend doing moderate-intensity sports, fitness or recreational (leisure) activities on a typical day?	_____ Hours _____ minutes
Sedentary behavior		
P16	How much time do you usually spend sitting or reclining/ resting on a typical day? (me spent sitting at a desk, sitting with friends, traveling in car, bus, train, reading, playing cards or watching television, but do not include time spent sleeping)	_____ Hours _____ minutes
P17	How much time do you usually spend sleeping on a typical day?	_____ Hours _____ minutes

Mindfulness,

On a scale of 1-6 where 1= 'Strongly Disagree and 6 = 'Strongly Agree', indicate your level of agreement or disagreement with the following statements

		1	2	3	4	5	6
MIN1	I'm good at finding words to describe my feelings						
MIN2	I can easily put my beliefs, opinions, and expectations into words						
MIN3	I watch my feelings without getting carried away by them						
MIN4	I tell myself I shouldn't be feeling the way I'm feeling						
MIN5	It's hard for me to find the words to describe what I'm thinking						
MIN6	I pay attention to physical experiences, such as the wind in my hair or sun on my face						
MIN7	I make judgments about whether my thoughts are good or bad						
MIN8	I find it difficult to stay focused on what's happening in the present moment						
MIN9	When I have distressing thoughts or images, I don't let myself be carried away by them						
MIN10	Generally, I pay attention to sounds, such as clocks ticking, birds chirping, or cars passing						
MIN11	When I feel something in my body, it's hard for me to find the right words to describe it						
MIN12	It seems I am "running on automatic" without much awareness of what I'm doing						
MIN13	When I have distressing thoughts or images, I feel calm soon after						
MIN14	I tell myself that I shouldn't be thinking the way I'm thinking						
MIN15	I notice the smells and aromas of things						
MIN16	Even when I'm feeling terribly upset, I can find a way to put it into words						
MIN17	I rush through activities without being really attentive to them						
MIN18	Usually when I have distressing thoughts or images I can just notice them without reacting						
MIN19	I think some of my emotions are bad or inappropriate and I shouldn't feel them						

MIN20	I notice visual elements in art or nature, such as colors, shapes, textures, or patterns of light and shadow						
MIN21	When I have distressing thoughts or images, I just notice them and let them go						
MIN22	I do jobs or tasks automatically without being aware of what I'm doing						
MIN23	I find myself doing things without paying attention						
MIN24	I disapprove of myself when I have illogical ideas						

General Mental health

On a scale of 1-6 where 1= 'Never' and 6 = 'Very Often, Since the outbreak of COVID-19 pandemic, how often have you...

		1	2	3	4	5	6
MH1	been getting any pains in your head?						
MH2	been feeling perfectly well and in good health?						
MH3	been feeling in need of a good energizer?						
MH4	been feeling run down and out of sorts?						
MH5	felt that you are ill?						
MH6	been getting a feeling of tightness or pressure in your head?						
MH7	been having hot or cold spells?						
MH8	lost much over worry?						
MH9	had difficulty in staying asleep once you are off?						
MH10	felt constantly under strain?						
MH11	been getting edgy and bad-tempered?						
MH12	been getting scared or panicky for no good reason?						
MH13	found everything getting on top of you?						
MH14	been feeling nervous and strung-up all the time?						
MH15	been managing to keep yourself busy and occupied?						
MH16	been taking longer on things that you do?						
MH17	felt on the whole you were doing things well?						
MH18	been satisfied with the way you have carried out your task?						
MH19	felt that you are playing a useful part in things?						
MH20	felt capable of making decisions about things						
MH21	been able to enjoy your normal day-to-day activities						
MH22	been thinking of yourself as a worthless person?						
MH23	felt that life is entirely hopeless?						
MH24	felt that life isn't worth living?						
MH25	thought of the possibility that you might make away with yourself?						
MH26	found at times you couldn't do anything because your nerves were too bad?						
MH27	found yourself wishing you were dead and away from it all?						
MH28	found that the idea of taking your own life kept coming to your mind?						

Job Satisfaction

On a scale of 1-6 where 1= 'Strongly Disagree and 6 = 'Strongly Agree', indicate your level of agreement or disagreement with the following statements

		1	2	3	4	5	6
JS1	I feel fairly satisfied with my present job						
JS2	Most days I am enthusiastic about my work						
JS3	Each day at work seems like it will never end (R)						
JS4	I find real enjoyment in my work						
JS5	I consider my job to be rather unpleasant (R)						

Work Engagement

On a scale of 1-6 where 1= 'Strongly Disagree' and 6 = 'Strongly Agree', indicate your level of agreement or disagreement with the following statements

No	Statements	1	2	3	4	5	6
WE1	I focus hard on my work						
WE2	I concentrate on my work						
WE3	I pay a lot of attention to my work						
WE4	I share the same work values as my colleagues						
WE5	I share the same work goals as my colleagues						
WE6	I share the same work attitudes as my colleagues						
WE7	I feel positive about my work						
WE8	I feel energetic in my work						
WE9	I am enthusiastic in my work						

Work Performance

Task performance		1	2	3	4	5	6
<i>On a scale of 1-6 where 1= 'Seldom' and 6 = 'Always', indicate your level of engagement in the following</i>							
<i>In the past 3 months,</i>							
TP1	I managed to plan my work so that it was done on time						
TP2	My planning was optimal						
TP3	I kept in mind the results that I had to achieve in my work						
TP4	I was able to separate main issues from side issues at work						
TP5	I was able to perform my work well with minimal time and effort						
TP6	Collaboration with others was very productive						
Contextual performance		1	2	3	4	5	6
<i>On a scale of 1-6 where 1= 'Seldom' and 6 = 'Always', indicate your level of engagement in the following</i>							
<i>In the past 3 months,</i>							
CP1	I took on extra responsibilities						
CP2	I started new tasks myself, when my old ones were finished						
CP3	I took on challenging work tasks, when available						
CP4	I worked at keeping my job knowledge up-to-date						
CP5	I worked at keeping my job skills up-to-date						
CP6	I came up with creative solutions to new problems						
CP7	I kept looking for new challenges in my job						
CP8	I actively participated in work meetings						
Counterproductive work behaviors		1	2	3	4	5	6
<i>On a scale of 1-6 where 1= 'Never' and 6 = 'Always', indicate your level of engagement in the following</i>							
<i>In the past 3 months,</i>							
CWB1	I complained about unimportant matters at work						
CWB2	I made problems greater than they were at work						
CWB3	I focused on the negative aspects of a work situation, instead of on the positive aspects						
CWB4	I spoke with colleagues about the negative aspects of my work						
CWB5	I spoke with people from outside the organization about the negative aspects of my work						

Personal Information

- Your age (in years): _____
- Your gender: Male Female
- Years spent in your job: _____
- Years spent in this organization: _____

5. Industry sector: what's the main business of the company (tick only one that is most appropriate)

- | | |
|--------------------------------------|------------------------------------|
| a. _____ Academic or educational | i. _____ Tourism |
| b. _____ Health related | j. _____ Engineering |
| c. _____ Business or trade | k. _____ Development consultancy |
| d. _____ ICT | l. _____ Government work |
| e. _____ Banking/ financial services | m. _____ Politics |
| f. _____ Legal | n. _____ Community/ social service |
| g. _____ Hotel or foods | o. _____ NGO |
| h. _____ Transport | p. _____ Other |

6. Job title _____

7. Which of the following best describes your position in the organization? (tick the appropriate option)

- | | |
|----------------------------------|-------------------------------------|
| a. _____ Owner of the company | d. _____ Lower level management |
| b. _____ Top level management | e. _____ Front-line supervisory job |
| c. _____ Middle level management | f. _____ Has no supervisory tasks |

8. Highest level of education/ qualification:

- | | | |
|---|--|--|
| Teaching Certificate <input type="checkbox"/> | Diploma <input type="checkbox"/> | Bachelor's Degree <input type="checkbox"/> |
| PGDE <input type="checkbox"/> | Master's Degree <input type="checkbox"/> | Ph.D. <input type="checkbox"/> |

The End

Thank you for participating

Appendix B: Morgan Table

TABLE 1
Table for Determining Sample Size from a Given Population

<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310
35	32	270	159	1700	313
40	36	280	162	1800	317
45	40	290	165	1900	320
50	44	300	169	2000	322
55	48	320	175	2200	327
60	52	340	181	2400	331
65	56	360	186	2600	335
70	59	380	191	2800	338
75	63	400	196	3000	341
80	66	420	201	3500	346
85	70	440	205	4000	351
90	73	460	210	4500	354
95	76	480	214	5000	357
100	80	500	217	6000	361
110	86	550	226	7000	364
120	92	600	234	8000	367
130	97	650	242	9000	368
140	103	700	248	10000	370
150	108	750	254	15000	375
160	113	800	260	20000	377
170	118	850	265	30000	379
180	123	900	269	40000	380
190	127	950	274	50000	381
200	132	1000	278	75000	382
210	136	1100	285	100000	384

Note.—*N* is population size.
S is sample size.