EXTRINSIC REWARDS AS PREDICTOR FOR MENTAL HEALTH CHALLENGES AMONG NURSES IN PRIMARY HEALTH CARE CENTRES, LAGOS STATE

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Abstract
This study examined extrinsic rewards as predictor for mental health challenges among nurses in primary healthcare centres, Lagos state. Two research questions and hypotheses were postulated while the Descriptive survey research design was used. Population of this study comprises of all nurses working in Primary Health Centres (PHCs) in Lagos State. A total of 100 nurses working in PHCs, Lagos State were selected using multistage sampling techniques. The research instrument adopted was the "Extrinsic Rewards and Mental Health Challenge Questionnaire" (ERMHCQ) which was distributed, collected and analysed using descriptive statistics of frequency counts and percentages for demographics data and inferential statistics of Multiple Regression analysis at 0.05 level of significance to test the hypothesis The findings of the study revealed that there was relationship between staff remuneration, work stress and occurrence of burn out among nurses in primary healthcare centre (r_1=0.337, p= 0.000<0.05), Lagos state. Further findings revealed that there was no relationship between staff remuneration and work stress but there wasrelationship between work environment and occurrence of work stress among nurse in primary healthcare centres, Lagos State (r_1=0.271 p= 0.000<0.05). From the findings, it was recommended that government should regularly review nurses' remuneration and ensure that it match the cost of living and inflation rate which improves staff retention and reduces turnover rates.

Introduction
In the dawn of global population explosion in the 21st century, the place of Nurses in the delivery of effective and efficient healthcare continues to remain extremely relevant. According to Bruinsma, (2017) the world has a population of 8.2 billion projected to get to 10.3 billion by the year 2030. This growth sprout comes with a bigger volume of health challenges which requires health attention. The demand for healthcare services has surged due to rapid population growth, especially in developing nations like Nigeria, the sixth most populous country in the world (Adepoju, 2017). According to Ilesanmi*et al.,* (2023), Nigeria has a population of over 218 million people in 2022 leaving health facilities overcrowded, healthcare resources stretched, and high-quality care delivery limited. In the light of this, Nurses are faced with heavy workload emanating from services provided such as family planning, maternity and child health care among many other health challenges been faced. Garrett (2017) opined that developing countries are faced with health challenges associated with population increase which predominantly revolves around sanitation, personal and environmental hygiene. To tackle this menace Nurses are saddled with responsibilities such as engagement in outreach targeted towards vulnerable populations to being used as

resource persons for implementation of community health programs in both sparse and densely populated areas. Nonetheless, the difficulties brought about by the population growth and the unpalatable economic situation that Nigeria is drenched in, hence putting a great deal of strain on nurses which cause high scale burnout and flight of Nurses to countries with better remuneration and compensation packages (Fabuanmartins and Osuagwu, 2020). In the day-to-day quest to promote the health of a population, nurses play a very important role in ameliorating the consequence of the population explosion which is experienced in low- and middle-income nations. World Health Organisation [WHO] (2017) while highlighting the unavoidably importance of nurses reveals that they not only contribute to decrease in birth rates and improve general health outcomes by teaching communities about reproductive health and pushing for smaller family sizes, they also engage in several forms of health promotion. Recently, nurses have shown great significance, the fight against health issues associated with dense populations, like the spread of infectious diseases such as corona virus disease (COVID-19). Palmer (2015) in his study emphasized that nurses took roles of primary carers in overworked healthcare systems, frequently acting as the patient's initial and regular point of contact. Their participation in community health initiatives promotes preventive care and healthier communities by bridging healthcare access gaps exposing the growing need for qualified nurses with adequate resources as the world's population continues to rise (Ogunbamowo *et al.,* 2015).

Nurses' remuneration, work conditions and welfares in Nigeria have come under scrutiny alas become a critical issue in the past few years even though the salary scale of health professionals is more compared to it contemporaries in other cadres. It is popular opinion among nurses that compared with the load of assignments they attend to, work rate they face, the remuneration offered are nothing close to what their colleagues in other clans earn and fail to complement efforts and services rendered (Johnson, 2018; McCann, 2022). Despite being the backbone of the healthcare system, Faremi *et al.,* (2019) in their study revealed that Nigerian nurses often face inadequacy such as remuneration that does not reflect their demands and risks associated with their profession. Poor remuneration, irregular payment in some states and lack of compensation packages compound the difficulties nurses face to maintain a satisfactory standard of living resulting in low morale and job dissatisfaction. Ogunbamowo *et al.,* (2024) emphasized the place of work environment in exacerbating this problem as nurses frequently work in overcrowded, under-equipped facilities with limited resources causing high work stress and burnout. Nurses welfares just like other health professionals in Nigeria have suffered insufficiencies in access to healthcare, housing, and retirement plans among the basic incentives expected. Okafor and Chimereze, (2020) suggested that these conditions in recent years have led to mass flight of Nigerian nurses to countries with better pay and working conditions, resulting in a critical shortage of skilled healthcare professionals within the country. Consequentially, addressing these challenges requires concerted efforts from the government and healthcare institutions to improve nurses' salaries, enhance working conditions, and implement comprehensive welfare programmes.

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Nigerian nurses confront serious mental health issues as a result of their work demands and weak support networks. High patient loads, understaffing, and lack of resources threatens Nigeria's healthcare system, leaving tremendous pressure on nurses to deliver high-quality care under unpalatable circumstances (Moreku, 2017). Nurses who are under constant pressure, have long workdays, few breaks, and are exposed to traumatic situations may experience high levels of stress, anxiety, and burnout. Furthermore, working with critically ill patients can put Nigerian nurses at risk for emotional strain, workplace violence, infectious disease exposure, and other conditions that can worsen their mental health.

The dearth of resources for nurses seeking mental health support exacerbates these issues. There aren't many options for stress management courses, counselling, there are few options for mental health days, stress reduction courses, or counselling, so many nurses are forced to deal with their mental health issues alone. The stigmatisation of mental health problems in the medical community keeps nurses from getting treatment, which exacerbates the mental health crisis. Healthcare organisations and the government must put in place mental health support systems, offer stress management education, and encourage a work environment that acknowledges and attends to nurses' mental health needs in order to solve this problem. This will not only raise their standard of care but also improve their well-being.

Methodology
The descriptive survey research design was adopted. The population for this study comprised all nurses working in PHCs in Lagos State. The sample for this study were one hundred (100) nurses in PHCs from the five divisions of Lagos State, using multistage sampling technique of stratified, convenience and purposive sampling techniques. The first stage of sampling adopted the stratified sampling technique which selected the five divisions of Lagos State (Ikeja, Badagry, Ikorodu, Lagos Island and Epe). The second stage of sampling technique adopted the convenience sampling which selected four (4) primary healthcare centres from each division. The third stage of sampling technique adopted the purposive sampling techniques for selecting five (5) nurses from each primary health centres. The research instrument for this study was a self-developed questionnaire, titled "Extrinsic Rewards and Mental Health Questionnaire (ERMHQ).

The questionnaire was divided into two sections: A and B. Section A contained demographic data of respondents, while Section B was structured to test the stated hypotheses. Further, the questionnaire adopted a four (4) point Likert modified scale ranging from Strongly agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD). The face, construct and content validity of the instrument were ascertained by a panel of experts in Department of Human Kinetics, Sports and Health Education and Department Nursing College of Medicine both from Lagos State University, Ojo. The reliability of the instrument was tested using the Cronbach alpha technique after administering twenty (10) copies to selected nurses in Lagos State who were not part of the sample used for the study. An r-value of 0.78 was obtained and adopted for data collection. One hundred (100) copies of the questionnaire were administered and collected by the researcher with the help of three trained research assistants to the respondents. Copies of the administered questionnaire

were checked to ensure that they were well completed. Daily review meetings were held at the beginning and end of each day with the trained research assistants, data collection lasted for two weeks. Data collected were analysed using descriptive statistics of frequency counts and percentages for demographic data while the inferential statistics of multiple regression analysis was used to test all stated hypotheses at 0.05 alpha level of significance. The Statistical Package for Social Science (SPSS) version 23 was used for analysis.

Results
Hypothesis One

There will be no significant relationship between staff remuneration, work environment and occurrence of burn out among nurses in primary healthcare centres, Lagos State. This hypothesis was tested using regression analysis at 0.05 level of significance. The result is presented on the table below.

Table 1: Relationship between staff remuneration, work environment and occurrence of burn out among nurses in primary healthcare centres, Lagos State.

Model	R = 0.580	R^2=0.337	AR^2=0.323	F = 24.730*	Sig. = 0.000
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Constant	25.281	2.158		11.725	0.000
Staff remuneration	.539	.075	.517	7.235	0.000
Work environment	.219	.081	.192	2.721	0.007

a. Dependent Variable: Occurrence of burn out

From table 1, it could be observed that the relationship between the independent variables (staff remuneration, work environment) and the dependent variable (occurrence of burns) could be predicted at 33.7% (R^2=0.337). It could further be observed that a significant F-value (F=24.730; P<0.05) was obtained at 0.05 level of significance. The hypothesis one revealed that there was significant relationship between staff remuneration, work environment and occurrence of burn out among nurses in primary healthcare centres, Lagos State. The t value was significant and a positive t value (t=7.235; P< 0.05) was recorded. This therefore implies that there was significant relationship between staff remuneration and occurrence of burns among nurses in primary healthcare centres, Lagos State. Further, the hypothesis revealed that there was significant relationship between work environment and occurrence of burn out among nurses in primary healthcare centres, Lagos State. The t value was significant and a positive t value (t=2.721; P<0.05) was recorded. This therefore, implies that there was significant relationship between work environment and occurrence of burn out among nurses in primary healthcare centres, Lagos State. The findings of this study are in consonance with the findings of Akinwale and George (2020) in their study that investigates work environment as predictors for mental health outcomes (job satisfaction, burn out and stress) among nurses in both federal and state tertiary hospitals in Lagos State. The study used the longitudinal research design to elicit information from the respondents

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using a nursing work index scale by Aiken and Patrician administered on 364 nurses. Using hierarchical multiple regression for data analysis, the study revealed that all the variables (socio-political climate; administrative and managerial support, autonomy and responsibility, salary, supervision and working condition, recognition and achievement, advancement and promotion) collectively determined nurses job satisfaction; however, salary was the most fundamental essential predictor that drive nurses' job satisfaction followed by advancement and promotion. Therefore, the researchers concluded that to retain and prevent turnover intention among nurses' government must give credence to nurse's welfares.

Also, the findings of this study further agree with Abayomi *et al.,* (2018) in their study conducted among nurses at the Federal Medical Centre Abeokuta, south-western Nigeria. One hundred and seventy-five nurses were assessed in two stages with the first stage adopting Socio-demographic Questionnaire, while the second stage adopted a Structured Clinical Interview Schedule for DSM IV Axis I Disorder (SCID) Anxiety module. The findings revealed prevalence rates of burnout syndrome subscales to encompass 51.3% for emotional exhaustion, 84.7% for depersonalization, and 24.5% for personal achievement and GAD was 4%. These findings draw attention to the need for holistic approach to manage burnout and GAD among health care professionals in addition to developing effective prevention strategies to protect their mental well-being and improve their effectiveness. Therefore, it could be inferred that there was significant relationship between staff remuneration, work environment and occurrence of burn out among nurses in primary health centres, Lagos State. Although salary remuneration was most essential predictor for occurrence of burn out among nurses in primary health centres, Lagos State.

Hypothesis two
There will be no significant relationship between staff remuneration, work environment and occurrence of burn out among nurses in primary healthcare centres, Lagos State. This hypothesis was tested using regression analysis at 0.05 level of significance. The result is presented on the table below.

Table 2: Relationship between staff remuneration, work environment and occurrence of work stress among nurses in primary healthcare centres, Lagos State

Model	R = 0.520	R^2=0.271	AR^2=0.256	F = 18.071*	Sig. = 0.000
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Constant	8.019	1.473		5.442	0.000
Staff remuneration	-.006	.051	-.008	-.110	.912
Work environmental	.383	.055	.515	6.958	.000

a. Dependent Variable: Work Stress

From table 2, it could be observed that the relationship between the independent variable (staff remuneration and work environment) and the dependent variable (work stress) could be predicted at 27.1% (R^2=0.271). It could further be observed that a significant F-value

(F=18.071; P<0.05) was obtained at 0.05 level of significance. The hypothesis two revealed that there was significant relationship between staff remuneration, work environment and occurrence of work stress among nurses in primary healthcare centres, Lagos State. The t value was significant and a t value (-.110; P> 0.05) was recorded. This therefore implies that there was no significant relationship between staff remuneration and occurrence of work stress among nurses in primary healthcare centres, Lagos State. Further, the hypothesis revealed that there was significant relationship between work environment and occurrence of work stress among nurses in primary healthcare centres, Lagos State. The t value was significant and a positive t value (6.958; P<0.05) was recorded. This therefore implies that there was significant relationship between work environment and occurrence of work stress among nurses in primary healthcare centres, Lagos State.

The finding of this study was in consonance with Obasohan and Ayodele, (2014) in their research assessing job stress and related predictors in three selected health-care industries in Lagos State, Nigeria. Two hundred and ninety randomly selected employees took part in the study and were administered questionnaires titled "Job stress and workers' productivity" (JSWP) while the data were analysed using both descriptive statistics and regression analysis as inferential statistics. The findings revealed that 86.2% of the sampled population in health-care industry experienced one form of job strain or work stress, while 30.5% of the total variability of clinical employees' job stress in health industry is predicted by staff welfares and work conditions (R2 = 0.305; F = 23.291, P>.05). The study concluded that the concept of stress is relevant to the clinical workforce in health industry and when not well attended to could result in adverse effect on patient outcomes, patient safety, and quality care. Also, this finding corroborates the study of Ogunbamowo *et al.,* (2022) which assessed biological and psychosocial occupational health hazards among health professionals in selected primary health centres in Lagos State. The findings from this study showed that there was significant occurrence of Biological and Psychosocial health hazards which was linked to prevalence of work stress among health professionals. Therefore, it could be inferred that there was significant relationship between staff remuneration, work environment and occurrence of work stress among nurses in primary health centres, Lagos State. Although salary remuneration had no relationship with work stress while work environment was most essential predictor for occurrence of burn out among nurses in primary health centres, Lagos State.

Conclusion

There was significant relationship between staff remuneration, work environment and occurrence of burn out among nurses in primary healthcare centres, Lagos.There was significant relationship between staff remuneration, work environment and occurrence of work stress among nurses in primary healthcare centres, Lagos State.Based on the conclusions of this study, it was recommended that:

1. Government should regularly review nurses' remuneration and ensure that it match the cost of living and inflation rate which improves staff retention and reduces turnover rates.

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2. Government should provide incentives in form of bonuses which addresses certain financial challenges hence serve as motivation to nurses which is capable of ameliorating mental challenges like burnout.
3. Government should strive to improve infrastructures and facilities given to nurses for delivery healthcare services as this will help them perform to their maximum capacities when other factors are settled.

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