

ROUTINE DEVELOPMENT AND HEALTH PRIORITIZATION AS CORRELATES OF FEMALE TEACHERS' JOB EFFICIENCY IN PUBLIC SENIOR SECONDARY SCHOOLS IN RIVERS STATE

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Abstract

The study investigated routine development and health prioritization as correlates of female teachers' job efficiency in public senior secondary schools in Rivers State. Two (2) research questions and 2 null hypotheses guided the study. The design of the study was correlational, population as 3,102 female teachers in the 311 public senior secondary schools in Rivers State and sample as 354 female teachers, selected using Taro Yamane Mathematical and the multi stage sampling techniques. The instruments for the study, were two scales. These were the validated 'Routine Development and Health Prioritization Scale' (RDHPS) and 'Female Teachers' Job Efficiency Scales' (FTJES) designed by the researchers with reliability coefficients of 0.80 and 0.87, respectively. Simple regression was used to answer the research questions while t-test associated with simple regression was used to test the null hypotheses at 0.05 alpha level. The findings of the study showed that, routine development correlates with female teachers' job efficiency to a high extent but health prioritization correlates to a low extent. The study concluded that, routine development and health prioritization had significant correlations on female teachers' job efficiency in public senior secondary schools in Rivers State. Consequently, it was recommended that, female teachers should inculcate the habit of having routine development and prioritize their health as well, for more job efficiency.

Keywords: Routine Development, Health Prioritization, Female Teachers, Job Efficiency

Introduction

Routine development is all about being consistent in balancing family and work life. Having a routine does not mean streamlining one's daily chores and tasks. One must build a routine for oneself where one can unwind at the end of the day and distress oneself. Developing a routine for oneself will help one stay more consistent and focused on one's work, and one will also be able to spare time for one's family. If one is an early bird, one can try to get some house or work tasks done in the morning before the children wake up. This allows for quality breakfast time with the children before they head off to school. Having enough time with loved ones is part of balancing family life which will create good memories. Making parents know that reviewing the schedule every morning and throughout the day with their child helps them know what is going to happen next and families should allow their children help in some part of the routine they can do (Early Childhood Learning and Knowledge Center, 2022).

In today's fast-paced and ever-evolving professional landscape, the pursuit of job efficiency has become a paramount goal for individuals and organizations alike. One of the key factors in achieving this efficiency is the establishment of a well-structured routine. Routine development plays a crucial role in optimizing productivity, reducing stress, and enhancing overall job satisfaction. In this age of multitasking and constant connectivity, the ability to harness the power of a well-crafted routine is not just a desirable skill but a necessity for thriving in the modern workforce.

Indeed Editorial Team (2023) writes that, a good work routine helps one eliminate distractions and accomplish more while maintaining efficiency. Exceptional individuals who consistently deliver

outstanding results possess the ability to optimize their productivity and attain remarkable accomplishments through a well-thought-out organization of their daily routines. These high achievers cultivate habits that not only sustain their work efficiency but also enable them to strike a harmonious balance between their professional commitments and their personal lives, ensuring they can allocate time for leisure and family with equal dedication.

Profit.co (2023) opines that, a daily work routine serves as a well-defined framework of activities and behaviours that are consistently practiced with the purpose of enhancing productivity and achieving specific goals. It entails a set pattern of habits and task management strategies that dictate when and how various tasks are undertaken throughout the day.

Health Prioritization is very important above all. Without a healthy mind and body, it is impossible to bring a work-life balance. If one is not in good shape or right state of mind, one will not be able to focus on one's family and job, and this will definitely affect one's performance at work badly. It is very important to add activities to one's routine and prioritize oneself so that one can stay healthy and keep fit. It also includes eating a healthy diet, exercising daily and getting adequate sleep. Okereke (2023) states that, healthy routine establishment such as regular physical activity, mindful eating, and adequate sleep will help maintain high energy levels, increase focus, and reduce stress.

In today's fast-paced and demanding world, maintaining good health is not only a personal concern but also a significant factor that affects job efficiency. The link between health and job performance has become increasingly apparent, highlighting the need for organizations and individuals to prioritize well-being as a fundamental component of success in the workplace. This emphasis on health prioritization is not only a matter of compassion and individual welfare but also a strategic imperative for employers and employees alike. In this context, this discussion will explore the crucial role that health plays in job efficiency and the ways in which individuals and organizations can make informed choices to optimize both physical and mental well-being for enhanced productivity and overall success. Okereke (2023) states that, healthy routine establishment such as regular physical activity, mindful eating, and adequate sleep will help maintain high energy levels, increase focus and reduce stress.

Efficiency is the ability to accomplish something with the least amount of wasted time, money and effort or competency in performance (Gager, 2018).it is all about making the best possible use of available resources. Efficiency, also refers to the act of performing activities with minimum wastage of time and optimum usage of resources, so that the work is faster without an error (BYJU'S, 2023).

Job efficiency refers to how well a task is completed with minimal waste of time, resources, or effort. It focuses on achieving maximum output (or results) with minimal input. In the context of a female teacher, job efficiency might mean delivering high-quality education while using her time and resources effectively. An example of this is a female teacher effectively manages her time during class, ensuring that she covers the day's lesson plan without unnecessary delays. She uses teaching aids and technology to make her teaching more efficient, such as utilizing educational software to help explain complex concepts. This approach ensures that she maximizes the learning outcomes for her students without wasting time.

Routine Development and Job Efficiency

It is important to note that while a daily routine is designed for regular adherence, it should be regarded as a flexible framework rather than a rigid set of rules. This flexibility allows for occasional deviations when unexpected challenges arise or when urgent, unanticipated tasks demand immediate attention. In

such cases, individuals can make adjustments to their routine, accommodating these unforeseen priorities while maintaining the overall structure and efficiency of their daily schedule.

Job routines help individuals allocate specific time blocks for various tasks, minimizing distractions and procrastination. This structured approach ensures that each task receives the appropriate attention, leading to improved time management and enhanced productivity. According to Elkhuisen (2023), efficient time management serves as a cornerstone for leaders, entrepreneurs, and small business proprietors, enabling them to realize their objectives effectively. The judicious allocation of time not only enhances work-life equilibrium but also elevates overall contentment. Furthermore, adept time management diminishes stress and expedites the attainment of one's goals. The dividends of time management extend across every facet of life. It plays a pivotal role in refining prioritization and amplifying productivity, facilitating a deliberate and thoughtful approach to time allocation. Davis (2023) buttresses the fact that, routines help us manage our time more efficiently by giving us a clear structure for our day. By scheduling tasks and activities, we can ensure that we make time for what's important and avoid wasting time on unproductive tasks.

Consistently following a routine fosters a sense of predictability and stability in the workplace. It reduces stress and uncertainty, allowing employees to focus on their tasks without constantly rethinking their approach. Clockwise (2022) defines a routine, as a repeated behaviour involving a momentary time commitment to a task, which requires little conscious thought. The outfit identifies the following benefits of job routine:

- i Better mental health
- ii Less frequent illnesses
- iii Better outcomes for kids
- iv Less stress
- v Better overall health

Routines enable individuals to set priorities and determine which tasks require immediate attention. This ensures that critical tasks are addressed first, preventing last-minute rushes and the feeling of being overwhelmed. Indeed Editorial Team (2023) writes on the importance of prioritization. For the group, prioritizing is essential as it can help you succeed in one's personal and professional life. It helps ensure you are steadily progressing toward one's goals. You can remain productive and feel less overwhelmed by prioritizing one's tasks and using one's energy wisely. If you set priorities, you can also relieve stress, as you can proceed with daily routines in a prepared, efficient, and relaxing manner. `

By defining a routine, you automate many everyday decisions, such as when to check emails or when to schedule meetings. This minimizes decision fatigue, allowing you to allocate mental energy to more important work-related choices. Having a daily routine can take away some of our 'what to do next' decisions. It can ease some of our cognitive energy — by taking away some of our focus from recurring tasks, we can shift this focus and energy to other tasks. It can act as an opportunity for us to introduce practices that support wellbeing and productivity, e.g. mindfulness, exercise or screen breaks.

A well-structured routine helps in maintaining concentration on the task at hand. When you know what you should be doing at a specific time, it is easier to avoid distractions and stay focused. Eatough (2023) buttresses this by writing that, maximizing one's morning routine is a natural way to boost one's concentration. When you plan out one's morning routine, it can boost one's energy, productivity, and mood. You can start the day in a positive mood and headspace. A productive morning routine helps you gather momentum and hype one's self up as you start to tackle the rest of one's day. Also, Davis

(2023) opines that, when we establish a routine, we create a sense of predictability that helps us stay focused and avoid distractions. This focus can translate into increased productivity and better results.

Routines can help reduce stress and anxiety. This can be achieved by providing a sense of control and predictability in our lives. When we know what to expect, we can approach our day with greater confidence and less worry. Job routines can be designed to include time for personal activities and family, which is crucial for maintaining a healthy work-life balance. This balance, in turn, contributes to overall job satisfaction and well-being.

Davis (2023) writes that, contrary to popular belief, routines can actually enhance creativity by reducing decision fatigue and freeing up mental space for more innovative thinking. When we establish routines for mundane tasks, we can focus our energy and attention on more creative pursuits. Incorporating a job routine into the workplace is an invaluable strategy for improving job efficiency, reducing stress, and achieving a more harmonious work-life integration. Here are some of the factors influencing routine development.

The physical and social aspects of one's workplace can significantly influence one's routine. Noise levels, workspace layout, and interactions with colleagues can impact one's ability to establish and maintain a productive routine. Bushiri (2014) opines that, an attractive and supportive working environment provides conditions that enable employees to perform effectively, making best use of their knowledge, skills and competences and the available resources in order to provide high-quality of organization service.

One's individual objectives, both short-term and long-term, play a crucial role in routine development. Aligning one's routine with one's goals helps one stay motivated and focused on what truly matters. The tools and technology at one's disposal, such as calendars, task management apps, and alarms, can greatly affect how you structure and adhere to one's routine. Understanding one's natural energy patterns throughout the day is essential. Developing a routine that capitalizes on one's peak energy levels for focused work and reserves lower-energy times for less demanding tasks can significantly impact one's efficiency. Life events, such as marriage, parenthood, or retirement, can necessitate adjustments in one's routine to accommodate new responsibilities and priorities.

Physical and mental health can profoundly affect routine development. Prioritizing self-care and well-being practices within one's routine can enhance one's overall efficiency and work performance. Factors like commute time, family obligations, or external deadlines can influence one's routine. Adapting one's routine to accommodate these commitments ensures you can meet both personal and professional responsibilities. These factors interact in unique ways for each individual, making it essential to consider them when developing a routine that aligns with one's specific needs and circumstances.

Strategies for Efficient Routine Development:

Davis (2023) gives tips for building and maintaining effective routines. These are some of his recommendations:

- i. Do not try to overhaul one's entire routine at once. Instead, start with small changes and build up over time. This approach will help you establish habits that are more likely to stick.
- ii. Identify the most important tasks and activities that you need to accomplish each day and schedule them into one's routine first. This way, you can ensure that you make time for what's important.

- iii. While routines are essential, it is also important to be flexible and adapt to changes as they arise. Do not be too rigid in one's routine, and be willing to make adjustments as necessary.
- iv. Keep track of one's progress and adjust one's routine as needed. Regularly evaluating one's routine will help you identify what's working and what needs to be improved.
- v. Do not forget to celebrate one's successes along the way. Acknowledge one's progress and reward one's self for one's hard work and dedication.

Effective implementation of the mentioned tips can significantly impact the job efficiency of female teachers. Here is how it can affect their job efficiency.

- i. Female teachers can apply this principle by gradually introducing changes to their teaching routines. Beginning with small adjustments can help them establish new teaching habits that are more likely to be sustainable;
- ii. Female teachers can identify and prioritize the most important teaching tasks and activities. By focusing on essential teaching objectives, they can ensure that they allocate time to what truly matters in the classroom;
- iii. While routines are crucial, female teachers can also demonstrate flexibility in adapting to changes in the classroom environment. Being open to adjustments and accommodating students' varying needs can improve teaching efficiency;
- iv. Female teachers can track their teaching progress and adjust their methods as necessary;
- v. Regularly evaluating their teaching routines helps them identify effective teaching strategies and areas that need improvement;
- vi. Acknowledging and celebrating teaching successes, no matter how small, can boost morale and motivation among female teachers, enhancing their overall job efficiency;
- vii. Creating a dedicated teaching space within the classroom can reduce distractions and enhance focus, enabling female teachers to conduct lessons more efficiently;
- viii. By reducing distractions in the classroom and creating an optimal learning environment, female teachers can enhance their students' focus and engagement, ultimately improving their teaching efficiency; and
- ix. Encouraging short breaks during class can help female teachers and students recharge and maintain their concentration and energy levels.

Incorporating these strategies into their teaching routines can empower female teachers to be more efficient, adaptable, and successful in their educational roles, ultimately benefiting both educators and students.

Health Prioritization and Job Efficiency

In today's fast-paced world, it is easy to get caught up in the demands of work and neglect one's health and wellbeing. However, prioritizing one's health is crucial for a balanced and fulfilling life. It affects all aspects of life, from physical health to mental wellbeing and emotional stability. Dwivedi (2023) identifies some importance of health prioritization. These are:

- i. Looking after one's health is the key to ensuring one's body operates at peak efficiency. Consistent exercise, a well-balanced diet, and adequate rest contribute to maintaining a healthy

- weight, improving cardiovascular health, bolstering immunity, and reducing the risk of chronic conditions like diabetes, heart disease, and certain cancers.
- ii. Strong health is intrinsically linked to mental and emotional well-being. Engaging in activities that support mental health, such as mindfulness practices, stress management, and seeking social support, can be instrumental in preventing and managing conditions like anxiety and depression.
 - iii. Prioritizing health elevates one's overall quality of life. Good health equates to increased energy levels, a more positive outlook, and a better capacity to relish daily activities, pursue interests, and achieve personal and professional aspirations.
 - iv. By placing health at the forefront, you enhance one's prospects of enjoying a longer, healthier life. Wise lifestyle choices, including regular exercise and a nutritious diet, can contribute to a lengthened lifespan and a decreased risk of age-related ailments.
 - v. Giving precedence to one's health serves as a positive model for those around you, particularly family, friends, and cherished individuals. By showcasing the significance of self-care, you ignite inspiration and motivation in them to place their own health and well-being as a top priority.
 - vi. Overlooking one's health can result in substantial expenditures on medical interventions in the long term. However, by giving priority to preventive measures and adhering to healthy habits, you have the potential to prevent or diminish the healthcare costs linked to chronic conditions or diseases related to lifestyle. Tayeh (2023) writes that, prioritizing occupational health can result in significant cost savings for organizations. By preventing work-related injuries and illnesses, companies can reduce medical expenses, workers' compensation claims, and insurance premiums. Moreover, a healthier workforce translates into lower absenteeism rates, decreased turnover, and increased employee loyalty, reducing recruitment and training costs.

Coy (2023) highlights some importance of health prioritization. These are some of his opinions:

Regular exercise, healthy eating, and stress-reducing activities such as meditation and yoga are all essential components of maintaining good health and wellbeing. Exercise not only benefits physical health, but it also boosts mental wellbeing by reducing stress and anxiety. Healthy eating ensures that the body is receiving the nutrients it needs to function properly, and it can also improve mood and energy levels.

Meditation is an excellent way to reduce stress and improve mental wellbeing. Taking just a few minutes each day to practice mindfulness can help you cultivate a sense of calm and focus, which can carry over into one's work life. Taking time off frequently, whether it is a short break during the workday or a longer vacation, is also essential for recharging and rejuvenating.

Prioritizing one's health and wellbeing may require some adjustments in one's work life. This could mean delegating tasks, setting boundaries, or saying no to unnecessary commitments. But the benefits of doing so will be worth it in the long run. When you prioritize one's wellbeing, you create a solid foundation for one's work life. This means that you can tackle one's work with a clear mind, increased focus, and better decision-making abilities. It also means that you can handle stress better and prevent burnout, which is a common problem in today's work culture.

In addition to these practices, seeking support when needed is also crucial for maintaining good mental health. This could mean talking to a trusted friend or family member, seeing a therapist or counselor,

or joining a support group. Mental health is just as important as physical health, and seeking help when needed is a sign of strength, not weakness.

It is crucial to prioritize one's health and wellbeing ahead of a busy work life and stressful work weeks. By doing so, you can create a more balanced and fulfilling life that allows you to thrive both personally and professionally. Remember that one's health is one's greatest asset, and taking care of it should be a top priority. Put one's health first, and the rest will follow.

In summary, effective health prioritization can have a range of positive effects on job efficiency among female teachers. By taking care of their physical and mental well-being, teachers can provide a more supportive and productive learning environment for their students, while also benefiting their own job satisfaction and longevity in the profession.

Strategies for Effective Health Prioritization on Job Efficiency:

Prioritizing mental health and overall well-being is of utmost importance for both managers and employees. When managers prioritize mental health, they foster a supportive and inclusive culture where employees feel valued and understood. This leads to increased productivity, higher job satisfaction, and improved employee retention. Similarly, employees who prioritize their mental well-being can better manage stress, enhance their resilience, and maintain a healthy work-life balance. Taking care of mental health not only benefits individuals but also creates a positive and thriving workplace where everyone can thrive, collaborate effectively, and achieve their full potential. Any.do (2023) highlights the strategies for enhancing employee health and happiness. These are:

Recognizing the significance of mental well-being is paramount for achieving optimal productivity and overall success in the workplace. Encouraging open conversations about mental health is crucial to reduce stigma and foster a culture of support and understanding among team members. Creating a supportive work environment that values mental health is essential. It involves promoting a culture where individuals feel at ease seeking help or sharing their struggles without fear of judgment. Establishing employee assistance programs and providing resources for mental health support is vital, accompanied by training for managers on recognizing signs of distress and offering appropriate support. Prioritizing mental well-being equips individuals and teams to handle challenges, adapt to change, and perform at their best.

Promoting work-life balance is a key strategy to prevent burnout and prioritize overall well-being. This entails setting clear expectations around working hours, discouraging a culture of constant availability, and emphasizing the importance of regular breaks within the workday. Additionally, supporting employees in utilizing their vacation days is crucial. Regularly monitoring team workload, ensuring manageability, and providing support and resources for overwhelmed individuals contribute to a healthy work-life balance. Supporting employees in finding this balance can significantly prevent burnout, leading to enhanced mental well-being, increased productivity, and job satisfaction.

Empowering resilience involves equipping individuals with practical stress management techniques. This includes encouraging regular breaks, mindfulness exercises, and physical activities such as walking or stretching breaks to release tension and boost mood. Recognizing the significance of utilizing vacation days and providing resources and workshops on stress management, resilience, and mindfulness practices empowers individuals to develop healthy coping mechanisms. It is essential to recognize that self-care is not selfish but a vital aspect of maintaining mental health and overall productivity.

Fostering positive relationships within the workplace is emphasized. Encouraging collaboration, teamwork, and mutual respect among team members contribute to building a supportive and inclusive culture that values diversity and promotes healthy working relationships. Positive social connections foster a sense of belonging, enhancing job satisfaction and promoting mental well-being.

Another researcher, Sharbazyan (2023) studied how to have a routine. The aim of the article was to analyze different ways to have a routine in order to be more productive. The study was carried out in form of a quiz. The outcome of the study based on different questions that were asked were: daily activities must be written down to figure out what to put in one's routine, set a goal for one's routine, create a daily to-do list to structure one's routine, break tasks into smaller chunks that are easier to achieve, scheduling one's routine and also follow one's routine consistently to make it a habit. The study revealed that daily, weekly, monthly or yearly routine will make one to be more productive, or bring a little more consistency into one's life. It also keeps one organized, and make one much more efficient with one's time. The study contributed to knowledge because it revealed different ways to have routine and also gave the benefits of making use of routine. However, the gap in the study is that it failed to indicate the specific objectives for the study and it also failed to indicate specific population for the study. Hence, the current research will try to close these gaps. The study is relevant to the present study because it looked into ways to have routine which is one of the strategies to harmonize home and workplace schedule to improve female teachers' job efficiency which the present research seeks to investigate on.

In the same vein, Larkin (2023) studied how to build a daily routine that works for you. The study came up with 5 steps to organize one's schedule and stick to it: Make a list of everything that needed to get done daily, both at home and at work, structure one's day how you want it to be whether you are early birds or night owls, get specific routine to be done daily, schedule time for flexibility and test drive one's new routine. The study suggested that one should be committed to the routine for at least 30 days. Also, one should tweak any scheduling that is not working out. One must figure out what one has to get done and when to do it. The study contributed to knowledge in the sense that, it revealed different ways to build a daily routine such as making a list of what to be done daily, structure one's day, and so on. The study also revealed that practicing daily routine for 30 days consistently will make it become a habit which will not be difficult anymore. The gap in the study is that it failed to indicate research design, population and specific objectives for the study which the present research will try to close. However, the study is in line with the current study because it looked into how to build a daily routine which is one of the strategies to harmonize home and work place schedules in order to improve female teachers' job efficiency which the present research seeks to investigate on.

Schneider & Harknett (2019) examined consequences of routine work schedule instability for workers' health and wellbeing. The study adopts a correlational research design. the population for the study was 27,792 workers. All of these respondents were hourly workers employed at one of 80 of the largest (by revenue) food serve and retail companies in the United States. The study considered the relationship between work schedules and workers health and wellbeing using three measures: workers' psychological distress, sleep quality, and happiness. The findings revealed that overall portrait of work in the service sector reveals that unstable and unpredictable work schedule are commonplace. The study also revealed the negative relationship between schedule uncertainty and sleep quality. The three-quarters of the workers in the sample report fair or poor sleep quality, workers with unpredictable schedules report worse sleep quality than those who are not exposed to unpredictable scheduling practices. Also, the study showed that more than a quarter of workers in the sample reported feeling

“not too happy” (as opposed to ‘very happy’ or ‘pretty happy’), and workers in the sample who reported experiencing unstable and unpredictable schedules are more likely to report greater unhappiness. The study has contributed to knowledge in the sense that, it revealed the consequences of routine work schedule instability for workers’ health and wellbeing. The gap in the study is that, it did not indicate specific objectives for the study. However, the study is in line with the current study because it looked into the consequences of routine work schedule instability for workers’ health and wellbeing which is one of the strategies to harmonize home and workplace schedules so as to improve female teachers’ job efficiency which the present study seeks to investigate on.

Jannam, et al. (2015) conducted a study on contribution of workplace health promotion (healthy @ work) to job stress reduction. The study investigated the impact of availability of and participation in workplace health promotion on job stress over time in public sector in Tasmania, Australia. Two research questions and hypotheses were formulated to guide the study. Population for the study was workers across fourteen (14) separate government departments, and sample was through repeated cross-sectional postal survey (2010 & 2013) randomly selecting 40% from the total working population. A cohort group was re-selected by chance comprising of 584 workers (men = 161 and women = 423). The study adopted across-sectional design. Collection of data was through Effort Reward Imbalance questionnaire structured in two stages to assess; whether ERI changed overtime and to estimate the association between the availability of, or participation in health promotion (Healthy @ work) programs in 2010 and 2013; whether there are changes in availability or participation over time. Analysis of collected data was through linear mixed models and Poisson regression. Result of study showed that increased availability for work-place health promotion was attributed to perceived reward through improved self-esteem among women while participation in workplace health promotion was attributed to perceived effort among the men. However, with higher availability of workplace health promotion activities, participation was less among workers. The study concluded that, comprehensive workplace health promotion activities were naturally beneficial to workers, and the benefits were modest over-time as a result of other environmental factors. The study suggested further research in other government or private sector workplaces. The gap in the study is that it failed to give specific population and research design for the study. However, the study contributed to knowledge by revealing that there was increase in the workplace health promotion activities among women and men. The study is in line with the present study which seeks to investigate different strategies to harmonize home and workplace schedule as correlates female teachers’ job efficiency in which health prioritization is one of those strategies.

Amadi (2021) investigated occupational health risks and health promotion practices among secondary school teachers in Rivers State, Nigeria. Seven research questions guided the study; three hypotheses were tested at 0.05 significant level. A descriptive survey design was adopted. Population for the study comprised all teachers in public senior secondary schools in Rivers State totaling 7,425. A sample size of 730 representing 20% of the population of teachers from six Local Government Area was selected through multi-stage sampling procedure. A structured questionnaire tagged Occupational Health Risks and Health Promotion Practices Questionnaire was used as instrument for data collection. Reliability of 0.81 was established through test-retest method and Pearson Product Moment Correlation. Mean and standard deviation were used to test the hypotheses at 0.05 level of significance. The result showed that secondary school teachers were exposed to occupational health risks. And that those teachers rarely provided and adopted occupational risk control measures and not often engage in health risks among secondary school teachers based on gender but significant difference was observed based on

work experience and age; there was no significance difference in occupational risks control measures among secondary school teachers based on gender and work experience but was significant based on age, finally, there was no significant difference in health promotion practices among secondary school teachers based on age, but was significant based on gender and work experience. The study concluded that secondary school teachers in Rivers State were exposed to occupational health risks, and may be vulnerable to associated health problems. The study recommended regular training for teachers on basic occupational safety and health promotion practices. The gap in the study is that it was limited to senior secondary schools teaches only. It did not cut across junior secondary school teachers. However, the study contributed to knowledge in the sense that it revealed that senior secondary school teachers were exposed to occupational health risks. The study is in line with the present study which seeks to investigate different strategies to harmonize home and workplace schedule as correlates of female teachers' job efficiency in which health prioritization is one of those strategies.

Massimo (2012) carried out a study on teachers' idea about health: Implications for health promotion at school. The study explored the relationships among teachers' health representations, their idea about health promotion, their working conditions and their involvement in health-promotion activities at school. The respondents for the study were 107 teachers randomly selected from 86 schools in Milan (Italy). Data for the study were collected using structured questionnaire divided into four parts. Results of the study showed that teachers have ambiguous health representation, even so the idea of health as absence of illness was prevalent among teachers. Also, those teachers were more interested in theoretical aspect of health education, and uninterested in health promotion activities. Finally, the study concluded that majority of teachers that participated in the study were greatly concerned about health education model rather than health promotion approach. Moreover, the study recommended that health promotion approach in schools could be encouraged by providing the necessary equipment and facilities that can improve teachers' health. The gap in the study is that it failed to state specific objectives and research design for the study. However, the study contributed to knowledge by revealing that most teachers that participated were more interested in theoretical aspect of health education than in health promotion activities. The study is relevant to the present which seeks to investigate strategies to harmonize home and workplace schedule in order to improve female teachers' job efficiency in which health prioritization is one of these strategies.

Statement of the Problem

The efficiency of teachers is pivotal to the success of the educational system, particularly in public senior secondary schools where the foundational knowledge for higher education is laid. In Rivers State, the job efficiency of female teachers is a critical concern, given their significant role in shaping the academic and social development of students. Despite various reforms and initiatives aimed at improving educational outcomes, there remains a noticeable gap in the efficiency levels of female teachers in these institutions.

One major issue is the lack of a structured routine development process, which is essential for maintaining consistency and effectiveness in teaching practices. Without well-defined routines, female teachers may struggle with time management, lesson planning, and delivering quality education, thereby affecting their overall job efficiency.

Additionally, the health of teachers is an often-overlooked aspect that can significantly impact their performance. Health prioritization, encompassing both physical and mental well-being, is crucial for maintaining high levels of job efficiency. Female teachers, in particular, may face unique health

challenges that need to be addressed to ensure they can perform their duties effectively. The stress and workload associated with teaching, if not managed properly, can lead to burnout, absenteeism, and reduced productivity.

The problem, therefore, lies in understanding the extent to which routine development and health prioritization correlate with the job efficiency of female teachers in public senior secondary schools in Rivers State. By identifying these correlations, stakeholders can implement targeted strategies to enhance teacher performance, ultimately leading to improved educational outcomes for students. This research aims to fill the gap by investigating the degree of correlation between routine development and job efficiency, as well as health prioritization and job efficiency, among female teachers in Rivers State.

Aim and Objectives of the Study

The study examined routine development and health prioritization as correlates of female teachers' job efficiency in public senior secondary schools in Rivers State. Specifically, the objectives of the study were to:

- i. determine out the extent of correlation of routine development on female teachers' job efficiency in public senior secondary schools in Rivers State.
- ii. ascertain the extent of correlation of health prioritization on female teachers' job efficiency in public senior secondary school in Rivers State.

Research Questions

The following research questions were raised to guide the study:

- i. What is the extent of correlation of routine development correlates on female teachers' job efficiency in public senior secondary schools in Rivers State?
- ii. What is the extent of correlation of health prioritization correlates on female teachers' job efficiency in public senior secondary schools in Rivers State?

Hypotheses

The following hypotheses were tested at 0.05 alpha level:

- i. There is no significant correlation of routine development on female teachers' job efficiency in public senior secondary schools in Rivers State.
- ii. There is no significant correlation of health prioritization on female teachers' job efficiency in public senior secondary schools in Rivers State.

Methodology

The design for the study was correlational, the population as 3102 female teachers from 311 public senior secondary schools in Rivers State, out of which 354 female teachers were selected as sample using the Taro Yamane mathematical and multi-stage techniques. The instruments used in collecting data for this study were two scales. These were the validated 'Routine Development and Health Prioritization Scale' (RDHPS) and 'Female Teachers' Job Efficiency Scales' (FTJES) designed by the researchers with reliability coefficients of 0.80 and 0.87, respectively, obtained using Cronbach Alpha statistical procedure. Simple regression was used in answering the research questions while t-test associated with simple regression were used in testing the hypotheses at 0.05 level of statistical significance.

Results of the study came from the answers to the research questions and tests of hypotheses, thus:

Research Question One: What is the extent of correlation of routine development on female teachers' job efficiency in public senior secondary schools in Rivers State?

Table 1: Simple Regression Analysis on the Extent of Correlation of Routine Development Correlate on Female Teachers' Job Efficiency in Public Senior Secondary Schools in Rivers State

Model	R	R Square	Adjusted R Square	Coefficient of Determinism	Decision
1	.580 ^a	.336	.334	33.6%	low extent

The scale measure for table 1 applies

Data on Table 1 presents the summary of simple regression analysis on the extent of correlation of routine development on female teachers' job efficiency in public senior secondary schools in Rivers state. With the model as 1, the regression scores came out as .580^a, the regression square coefficient as .336, while the adjusted regression square was .334 and the coefficient of determination as 33.6%. When reference was made to the scale of measurement, 33.6% fell between 26-50% (low extent). Hence, judging by the coefficient of determinism, it showed that, routine development correlates with female teachers' job efficiency in public senior secondary schools in Rivers State to a low extent (33.6%)

Research Question Two: What is the extent of correlation of health prioritization correlates on female teachers' job efficiency in public senior secondary schools in Rivers State?

Table 2: Simple Regression Analysis on the Extent of Correlation of Health Prioritization on Female Teachers' Job Efficiency in Public Senior Secondary Schools in Rivers State

Model	R	R Square	Adjusted R Square	Coefficient of determinism	Decision
1	.722 ^a	.521	.519	52.1%	high extent

The scale of measurement for table 1 applies

Data on Table 1 presents the summary of simple regression analysis on the extent of correlation of health prioritization on female teachers' job efficiency in public senior secondary schools in Rivers state. With the model as 1, the regression scores came out as .722^a, the regression square coefficient as .521, while the adjusted regression square was .519 and the coefficient of determinism as 52.1%. When reference was made to the scale of measurement, 52.1% fell between 51-75% (high extent). Hence, judging by the coefficient of determinism, it showed that, health prioritization correlates with female teachers' job efficiency in public senior secondary schools in Rivers State to a high extent (52.1%).

Test of Hypotheses

Hypothesis 1: There is no significant correlation of routine development on female teachers' job efficiency in public senior secondary schools in Rivers State.

Table 3: Summary of t-test Associated with Simple Regression on the Extent of Correlation on Routine Development on Female Teachers' Job Efficiency in Public Senior Secondary Schools in Rivers State

Model		Unstandardized Coefficients		Standardized Coefficients Beta	T	Sig.
		B	Std. Error			
1	(Constant)	236.543	.140		23.151	.000
	routine development	.238	.073	.580	.327	.000

Data on Table 3 presents the summaries of t-test associated with simple regression on the extent of correlation of routine development on female teachers' job efficiency in public secondary schools in Rivers State. The t- calculated value, used in testing the hypothesis came out as .327, the significant value remained at 0.000 with an alpha value of 0.05. At 0.05 alpha level and t- observed value of 3.27, the value of t-test associated with simple regression was 23.151 at the significant value of 0.000 which was less than the alpha value of 0.05. This suggests a significant correlation of the independent variable (routine development) on the dependent variable (female teachers' job efficiency). On this note, the null hypothesis was rejected in favour of the alternative hypothesis that there is a significant correlation of routine development on female teachers' job efficiency in public senior secondary schools in Rivers State.

Hypothesis 2: There is no significant correlation of health prioritization on female teachers' job efficiency in public senior secondary schools in Rivers State.

Table 4: Summary of t-test Associated with Simple Regression on the Extent Health Prioritization Significantly Correlates with Female Teachers' Job Efficiency in Public Senior Secondary Schools in Rivers State.

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	234.069	.328		25.126	.000
	health prioritization	.134	.128	.650	1.094	.000

Data on Table 4 presents the summaries of t-test associated with simple regression on the extent of correlation of health prioritization on female teachers' job efficiency in public secondary schools in Rivers State. The t- calculated value used in testing the hypothesis came out as 1.094, the significant value remained at 0.000 with an alpha value of 0.05. At 0.05 alpha level and t- observed value of 1.094, the value of t-test associated with simple regression was 25.126 at the significant value of 0.000 which was less than the alpha value of 0.05. This suggests a significant correlation of the independent variable (health prioritization) on the dependent variable (female teachers' job efficiency). On this note, the null hypothesis was rejected in favour of the alternative hypothesis that there is a significant correlation of health prioritization on female teachers' job efficiency in public senior secondary schools in Rivers State.

Discussion of Findings

Routine Development and Female Teachers' Job Efficiency

The first finding of the study revealed that, routine development correlates with female teachers' job efficiency by 33.6%. It showed a low extent. This implied that routine development correlates with female teachers' job efficiency by a low extent. This negates the findings of Sharbazyan (2023) whose study revealed that daily, weekly, monthly or yearly routine will make one to be more productive, or bring a little more consistency into one's life. It also keeps one organized, and makes one much more efficient with one's time. The findings of this study showed a low relationship between routine development and female teachers' job efficiency in public senior secondary schools in Rivers State.

When an individual plans out their morning routine, it boosts their energy, productivity, and mood. One can start the day in a positive mood and headspace. A productive morning routine helps you gather momentum and hype one's self up as you start to tackle the rest of one's day. Eatough (2023) buttresses this by writing that, maximizing one's morning routine is a natural way to boost one's

concentration. Also, Davis (2023) opined that, when we establish a routine, we create a sense of predictability that helps us stay focused and avoid distractions. This focus can translate into increased productivity and better results. This does not agree with the findings of this study that revealed that routine development has a low correlation with female teachers' job efficiency.

It also does not agree with the findings of Bushiri (2014) who opined that an attractive and supportive working environment provides conditions that enable employees to perform effectively, making best use of their knowledge, skills and competences and the available resources in order to provide high-quality of organization service. The physical and social aspects of one's workplace can significantly influence one's routine. Noise levels, workspace layout, and interactions with colleagues can impact one's ability to establish and maintain a productive routine. Although the result from test of hypotheses established a significant correlation of routine development on female teachers job efficiency, the findings may have been influenced by the statistical procedures used in testing the hypotheses which sought to establish significant correlation.

Health Prioritization and Female Teachers' Job Efficiency

The findings revealed that health prioritization correlates with female teachers' job efficiency by 52.1% showed a high extent. Similarly, the result from the test of hypotheses establishes a significant correlation of health prioritization on female teachers' job efficiency in public senior secondary schools in Rivers State. This implied that health prioritization correlates with female teachers' job efficiency. This is in agreement with the findings of Jannam (2015) which revealed that increased availability for work-place health promotion was attributed to perceived reward through improved self-esteem among women while participation in workplace health promotion was attributed to perceived effort among the men. It is also in consonance with the findings of Massimo (2012) which showed that teachers have ambiguous health representation, even so the idea of health as absence of illness was prevalent among teachers. Also, those teachers were more interested in theoretical aspect of health education, and uninterested in health promotion activities.

The results of the study showed that taking care of one's health directly influences job efficiency. This corroborates with Okereke (2023) who stated that healthy routine establishment such as regular physical activity, mindful eating, and adequate sleep will help maintain high energy levels, increase focus and reduce stress. Prioritizing one's health and wellbeing may require some adjustments in one's work life. This could mean delegating tasks, setting boundaries, or saying no to unnecessary commitments. But the benefits of doing so will worth it in the long run.

Conclusion

Based on the findings of the study, it is concluded that, routine job efficiency and health prioritization have significant correlations on female teachers' job efficiency in public senior secondary schools in Rivers State. However, the relationship was higher for routine development while lower for health prioritization.

Recommendations

Based on the findings of the study and the conclusion therein, the following recommendations are offered:

- i. Female teachers should ensure that they inculcate the habit of having routine development in order to eliminate distractions and accomplish more, while maintaining efficiency as this can be

- encouraged by allocating specific time blocks for various tasks to be done by female teachers thereby, minimizing distractions and procrastination.
- ii. Female teachers should prioritize their health as health, they say is wealth and so they can only be efficient if their health is at its best. They should go for regular check-ups to ascertain their health status in order to be more efficient on their jobs.

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