

# INFLUENCE OF SALARY REDUCTION DUE TO COVID 19 PANDEMIC ON THE ECONOMY AND HEALTH EDUCATORS' JOB COMMITMENT IN PUBLIC SECONDARY SCHOOLS IN DELTA STATE.

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**Abstract:** This study was undertaken to investigate influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state. The study employed descriptive survey design. The population was 1376 principals and health educators' in public secondary schools in Delta State. The population was 463 principals and 913 health educators' in public secondary schools in Delta State. The researcher sampled 185 principals or (40% ) and 456 health educators or (50% ) in public secondary schools in Delta State. The total sample was 641. The stratified random sampling technique was used to select 40 % of principals and 50% of health educators that were utilized in the study. The instrument for the study was a questionnaire titled "Salary Reduction and Health educators' Job Commitment Questionnaire (SRHEJCQ)". The instrument was validated by expert's opinion. Out of the entire copies of 641 instruments administered, a sum of 679 copies was retrieved. 223 principals and 456 health educators. Mean rating and standard deviation were utilised to answer the three research questions. Mean rating of 2.50 was assumed as the critical level of receipt, while mean rating below 2.50 was rejected. z - test was utilised to test the three null hypotheses formulated that guided the study at 0.05 levels of significance. Findings showed that salary reduction due to COVID 19 pandemic on the economy influences negatively health educators' job commitment in public secondary schools in Delta state was high as the ratings were high. Salary reduction due to COVID 19 pandemic on the economy influences negatively health educators' job commitment in public secondary schools in Delta state in terms of their sex and age was high as the ratings were high. There was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state at 0.05 level of significance. It was concluded in the study that salary reduction due to COVID 19 pandemic on the economy influences negatively on health educators' job commitment in public secondary schools in Delta state as well as in terms of their sex and age.

**Key Words:** Covid 19 pandemic, Delta state, Economy, Influence, Public Secondary Schools, Salary reduction, Health educators' job commitment.

## **Introduction.**

Salary is a fixed period payment generally paid to workers at the end of the month by employers. It is usually expressed in annual term, involving a relatively permanent

employment relationship, generally paid at monthly space. Salaried workers are usually school staff. According to William (2016), it is anticipated that government will persist to appraisal the take home pay of health educators from time to time, so that they will be commuted in the job. Silva (2009) noted that health educator's payment comprises every types of pay occurring from their employment. However, health educator's reimbursement is authorised by laws all over the globe. This comprises such issues as minimum wage. In an study, Berry, Petrin, Gravelle and Farmer (2012) recognised that there was significant relationship between salary and health educators' job commitment. In an exploration, Margolis (2008) ascertained that there was significant relationship between health educators' suffering exhaustion and low pay, amplified schools' obligations and the disappointment to be acknowledged. In an exploration, Ndungu (2017) established that there was significant and positive relationship between payment and health educators' job commitment. Additionally there was significant and positive relationship between health educators' job commitment and extrinsic remuneration, intrinsic remuneration and financial remuneration, acknowledgment remuneration, working environment and administrative approaches. Numerous nations have been capable to assume pay for performance plan to progress on the more usual salary scales. Incentive is a significant aspect of ability, described as the aptitude of health educators, establishments and people to perform job, solve problems, position and attain intents. In a study, Robbins, Judge, Millett and Waters-Marsh (2008) discovered that discontented health educators are typically less job committed.

In an investigation, Ferrin and Dirks (2003) found that there was a significant relationship between reward system and health educators' confidence in the schools. In a further expressions, health educators' loyalty and other mental variables such as confidence are very fragile and when health educators' feel they are not being compensated fairly, this can impact on their job commitment. In a study, Krell (2000) found that government was getting richer at the expense of health educators in the schools. In an inquiry, Sutchter, Darling-Hammond and Carver-Thomas (2016) instituted that job frustration, particularly concerning physical setting, administrative, and policy matters, salary, was the prime motives why health educators willingly quit the teaching job.

Alleged justice is deemed as prescribed fairness, distributive fairness, and schools' fairness. Alleged justice is the means in which health educators in public secondary school in Delta state are care for by the government. Prescribed justice is the way and procedures that schools utilise to determine health educators' job commitment. Distributive fairness is the results of the ways and procedures utilised by government. Schools fairness is a mixture of prescribed and distributive fairness. In an inquiry, Klecker & Loadman (1996) found that there was significant relationship between salary and health educators' job commitment. In an investigation, Moorman, Niehoff, and Organ (1993) found that there was a significant relationship between health educators; job commitment and fairness. In an inquest, Marlow et al. (1996) found that the motives for health educators' departure was insufficient fulfillment, tediousness, anxiety, irritation, social value, administrative, working conditions and salary. In an inquest, Klecker & Loadman (1996) established that

there was relationship between health educators' empowerment and health educator job contentment, based on salary

In a search, Hawkins (2018) found that there was a significant relationship between alleged justice, school tenure, alleged school sustenance and health educators' job contentment in terms of age. In two studies, Simseck (2002) and Karrasch (2003), found that there was a significant relationship between health educators' job commitment in terms of their age and sex. In a further investigations, Kamer (2001) and Dixon, Cunningham, Sagas, Turner and Kent (2005) found that females health educators have elevated job commitment than their male counterparts. In an investigation, Balay (2000) found that there was no significant relationship between sex health educators' job commitments. In an additional exploration, Meyer and Allen (1991) found that there was significant relationship between on-the-job behaviour and health educators' job commitment. According to Bosomtwe (2015) emotional commitment, facilitate health educators to fashion favorable learning settings, if they are expressively unwavering in the schools.

Corona viruses or COVID 19 are a huge cluster of viruses that are widespread in the neighborhood. In the past, proof has revealed that the virus is spread with birds and mammals and humans mainly susceptible to contagion and spread of the virus (Schoeman & Fielding, 2019). The previous outbreaks of corona viruses such as Harsh Sensitive Respiratory Syndrom-Coronavirus (HSRS-CoV) and Middle East Respiratory Syndrome-Corona virus (MERS-CoV) in 2003 and 2015, show resemblance with the novel corona virus, which was at first reported in December 2019, and is currently the virus resulting in the worldwide Corona virus sickness, COVID 19 (World Health Organization. 2020). It was at first accounted by Chinese government in Wuhan, the capital city of Hubei province in China in December 2019. The virus started spreading fast in numerous nations as well as Delta State of Nigeria. The World Health Organization affirmed that COVID-19 virus was a communal wellbeing crisis of global anxiety. The virus is increased by human-to-human communication with droplet, feco-oral, and direct contact and has an incubation era of 2-14 days. The World Health Organization statistics was reorganised on 6 March 2020, there were 98 192 established cases and 3 380 deaths universally. In Delta State of Nigeria, the initial account started from an Australian man on a trip to Ogun state on 22nd December 2019 (Phan, Nguyen, Luong, Nguyen, Nguyen & HQ, 2020). The World Health Organisation acknowledged that Covid-19 virus was a community wellbeing disaster of global concern.

Corona virus spreads mostly from individual to individual by close contact (in about 6 feet) with contaminated populace through respiratory coughing or sneezing or spread through touching an things that the virus on it. Based on indications, the World Health Organization accounted that further than 80% of COVID-19 affected persons demonstrate meek indications and improved devoid of any checkup involvement, about 20% of contaminated persons had a harsh ill health such as smallness of breathing, infected fright and many organ malfunction, and it has been accounted that a projected 2% of cases can be deadly. The hazard of amplified harshness was observed in the aged persons and with basic unending illnesses.

## State of the Problem.

The secondary education in Delta State is anticipated to fashion graduates with sufficient academic preparation and significant useful expertise to make them useful and self-sufficient. The effective teaching of the different school curricula entails well motivated health educators in order to accomplish the stated goals of secondary education in the state. The appearance of COVID-19 virus which affected the economy of Delta state resulted in reduction of salary of health educators in public secondary schools below the former 18 naira minimum wage. Delta state government initiated for reduction in health educators salary for a period of six months due to the negative influence of Covid 19 on the state economy. Health educators in public secondary schools in Delta state perform their job in extremely demotivating circumstances owing to poor salary by the government together with inadequate pay increase. Nigerian Union of Health educators decided to forgo the new minimum wage and expected salary reductions, as the survival of job of their members were endangered government.

The rationale for salary is to increase health educators' job commitment in public secondary schools in Delta state. Salary which is utilised for obtaining preferred behavior or recognises health educators for excellent performance cannot be reduced by government without consultation. Salary schemes are essential in increasing abilities and interpreting expanding abilities into better health educators' job commitment and performance in public secondary schools and cannot be toy with. Health educators go into teaching job with exact abilities, needs, worth, objectives, and desire job background where they can utilise their abilities, please their needs, determine worth similarity, and attain their objectives. Health educators are forever considered as an influential resource in schools; though, health educator job contentment is infrequently reflected on Health educators' swap commitment to the schools for better concern and sustenance. There are escalating hours of job, large class sizes, more subjects and a continually altering curriculum. Job and livelihood settings for a lot of health educators are poor, which guides to growth of a logic of disfavor and broad poor inspiration. Housing is a key concern for health educators. Health educators', uniqueness have as well influenced inspiration height. This uniqueness comprises age outline of health educators.

**Research Questions:** To guide study, the following research questions were raised:

1. What is the influence of salary reduction due to Covid 19 pandemic on health educators' job commitment in public secondary schools in Delta state?
2. What is the influence of salary reduction due to Covid 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex?
3. What is the influence of salary reduction due to Covid 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their age?

## Hypotheses

The following null hypotheses were formulated to guide the study:

1. There is no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state.
2. There is no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex. . .
3. There is no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their age .

## Purpose of the Study

This study investigated influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state. Principally the study examined:

1. Influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state. .
2. Influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex.
3. Influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their age.
4. Significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state.
5. Significant difference difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex.
6. Significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their age.

## **Review of Related Literature.**

### **Theoretical Framework. .**

**Smith Equity Theory of Inspiration.** Smith Equity Theory of inspiration affirmed that workers anticipate justice when being paid for job performed. . The theory was formulated from the Hertzberg's job contentment theory and connected to the remuneration scheme by Adam Smith. A significant issue in employer of labour inspiration is if workers view the remuneration arrangement as being just. The Equity theory is workers personal decision concerning the equality of the remuneration they obtained in contrast with the contributions when evaluated with others in the institution. The Equity theory of inspiration is concern with workers views and approaches on how they are they retreated compared with others. Workers judge if institutions have treated them justly, when they observe what they get for the endeavor they have performed. They anticipate remuneration s to be generally comparative to their job commitment If they sense insufficiently treated, they are will be frustrated. This frustration is prone to create anxiety and aggravation among workers and their resulting performance may be harmfully influenced and this might lessen remuneration. Much as Workers must be satisfied, employers of labour views in performance-based remunerations depend on politically gratifying workers due to biased relationship, conditional occasions.

**Expectancy Theory of Victor Vroom of (1964).** The prescribed structure of expectancy theory was formulated by Victor Vroom (1964). This structure affirmed that inspiration and endeavor guides to job performance. This theory stated that three circumstances must be achieved for workers to display aggravated manners and these comprises endeavor to performance expectation must be more than nothing performance to result expectation must as well be more than nothing. The calculation of valances for every pertinent result must be more than nothing. The Expectancy theory was used in this investigation because it assisted the researcher to appreciate how workers are drawn to create pronouncements in line with different Behavioural options and perceptual variations among workers. It as well proposed that inspiration is based on how much workers desires pay and how liable they could obtain it. This is because the motivational force of workers is persuaded by their expectations, valances all of which depend on a individual worker's opinions.

### **Frederick Herzberg's Motivator-Hygiene Theory of (1968)**

Frederick Herzberg (1968) planned motivator-hygiene theory, to endeavor to explain the relationship between job commitment and non commitment. Initially he analyzed engineers and accountants subsequently examined other groups as well noting that separate concerns that influence job commitment and non commitment, are not merely conflicting one another, Herzberg advocated that the opposite of job commitment and non commitment is no contentment in any way. The motive behind the theory, Herzberg (1968) observed that rousing concerns such as salary and reimbursement usually trend accomplishment, while hygiene issues such as job setting and safety can trend non commitment. Amplified inspiring

concerns progress commitment, enhanced hygiene concerns can have an impartial response and a lessening in hygiene concerns usually directed to non commitment.

Herzberg's motivator-hygiene assumption presents a comprehensive assessment of employees understanding while performing jobs. Herzberg's theory attempted to recommend an additional detailed assessment of health educators' job understanding. Ultimately health educators' job commitment is leveraged on concerns that are inherent to the job such as improvement in job ability and recognition of contributing attempt. Herzberg (1968) noted that persons might be equally satisfied and discontented with sure element of their job, while other part may be more unbiased in terms of contentment. Frederick Herzberg's Motivator-Hygiene Theory is connected to this investigation for the reason that both built-in and extrinsic remuneration concerns have been revealed to influence health educator's job commitment.

### **Influence of Salary Reduction Due to COVID 19 Pandemic on the Economy and Health educators' Job Commitment in Public Secondary Schools in Delta State.**

In an assessment, Waswa and Katana (2008) found that enhancement in salaries and reimbursements are most significant in avoiding strike actions. In an examination, Cooper-Hakim and Viswesvran Dalal (2005) found that there was a significant relationship between job contentment, improved inspiration and health educators' job commitment while, there was no significant relationship between earnings, non-attendance, poor performance and health educators' job commitment. In an exploration Spector (2016) instituted that there was significant relationship between job commitment, readiness to perform longer period, more commitment to the schools and government obligation to enhance take home pay of health educators from time to time. Alleged government obligation is the level to which health educators observed that the government values their commitment and are concern about their welfare Emotional agreement boost health educators' job commitment and performance (Robbins & Judge, 2019), work engagement (Marcus & VanDam, 2017). In an investigation, Reyes (1992) found that there was a positive and significant relationship between alleged government obligation and health educators' job commitment. In an examination, Liu & Tu (2005) established that the most unconstructive issues that pulled down health educator's commitment were reduction in salary, low salary, intense job, little prospects for training and complexity to progress in teaching. In an investigation, Xiao & Li (2003) found that there was no significant influence between salary and health educators' job commitment while there was significant influence between job security, working environment, and self-accomplishment and health educators' job commitment. In an inquiry, Baron (1983) found there was no significant relationship between job performance and health educator's salary. In a study, Perrachione, Rosser and Petersen (2008) found that health educators' job contentment, intrinsic and extrinsic motivators, commitment and intention to stay in the job significantly relate with salary. The Mo Ibrahim Foundation which was initiated in October 2006 to hold up high-quality power and immense administration in Africa. Its major intend are to be familiar with excellence in African headship and as well to offer a practical means in which leaders can make constructive legacies when they depart governance. The foundation in addition intended to rouse discussions on quality of

governance and key authority concerns in Africa and expand leadership and governance ability in Africa.

**Influence of Salary Reduction Due to COVID 19 Pandemic on the Economy and Health educators' job Commitment in Public Secondary Schools in Delta state in terms of their Sex.**

Investigations on sex and health educators job commitment due to COVID 19 Pandemic on the economy text has progressed from both the sex model and the job-model (Aven, Parker & McEvoy, 1993). In an investigation, Loscocco (1990) found that female health educators accept family roles inspite of COVID 19 pandemic as major reasons of their uniqueness and performance, guiding to diverse direction to male health educators' job commitment when salary was reduced. In a search, Aven, Parker, and Mcevoy (1993) found that there was no significant difference between male and female health educators in reduction of salary due to infectious diseases.

In an exploration, Mathieu and Zajac (1990) found that there was significant relationship between infectious diseases and female health educators' job commitment while there no was significant relationship between infectious diseases and male health educators' job commitment when salary was reduced. In an examination, Aranya Kashmir, and Valency (2016), found that there was no significant relationship between commitments by female health educators in reduction of salary due to infectious diseases than elderly male health educators. In a discovery, Kushman (1992) found that there was significant relationship between sex and health educators job commitment due to infectious diseases pandemic. In a study, Aven, Parker and McEvoy (1993) found that there was no significant relationship between male and female health educators job commitment in period of infection pandemic when salary was reduced. In an investigation, Kushman (1992) there was a positive and no significant relationship between teaching experience and health educators' job commitment.

**Influence of Salary Reduction Due to COVID 19 Pandemic on the Economy and Health educators' Job Commitment in Public Secondary Schools in Delta State in terms of their Age.**

Variations in the levels of health educators' job commitment due to COVID 19 pandemic are classified by age. In an investigation, Allen and Meyer's (1993) found that there was a significant relationship between age and health educators' job commitment due to salary reduction. In an investigation, Allluto, Hrebiniak, and Alonso (1973) instituted that there was a significant relationship between age and health educators' job commitment due to salary reduction In an inquiry, Reyes (1991) found that there was significant influence between age and health educators' job commitment due to salary reduction. In a study, Kushman, (1992) instituted that there was a significant relationship between age and health educators' job commitment due to salary reduction. In an examination, Hawkins (2018) ascertained that there was no statistically significant association between age and health educators' job commitment based on salary reduction.



## Methodology .

The study employed descriptive survey design. A descriptive survey endeavor to explain uniqueness of issues or occurrences, views, thoughts and inclinations of persons of concern to the investigator. Furthermore a descriptive survey intends at getting data from a representative of populace and from that sample; the investigator will be able to present the results as being representative of the populace (Orodho, 2019). The population was 1376 principals and health educators' in public secondary schools in Delta State. The population was 463 principals and 913 health educators' in public secondary schools in Delta State. The researcher sampled 185 principals or (40% ) and 456 health educators or (50% ) in public secondary schools in Delta State. The total sample was 641. The stratified random sampling technique was used to select 40 % of principals and 50% of health educators that were utilised in the study. The instrument for the study was a questionnaire titled "Salary Reduction and Health Educators' Job Commitment Questionnaire (SRHEJCQ)". The instrument was validated by expert's opinion. The researcher employed split-half method to analysis the dependability of the questionnaire with piloting using 20 principals and 50 health educators' in Edo state public secondary that were not integrated into the study. Pearson Product Moment Correlational Coefficient (r) was used to establish the reliability of the instrument. The value of Pearson Product Moment Correlational Coefficient (r) for salary reduction due to Covid 19 pandemic was 0.79. The value of Pearson Product Moment Correlational Coefficient (r) for salary reduction due to Covid 19 pandemic based on sex was 0.83. The value of Pearson Product Moment Correlational Coefficient (r) for salary reduction due to Covid 19 pandemic based on age was 0.73. Generally, coefficient of the value of Pearson Product Moment Correlational Coefficient (r) for salary reduction due to Covid 19 pandemic was 0.79. Items on the tool based were scored with the four points scoring scale of Strongly Agree (4 points), Agree (3 points), Disagree (2 points) and Strongly Disagree (1 point). Out of the entire copies of 641 instruments administered, a sum of 677 copies was retrieved. 223 principals and 456 health educators. Mean rating and standard deviation were utilised to answer the three research questions. Mean rating of 2.50 was assumed as the critical level of receipt, while mean rating below 2.50 was rejected. z - test was utilised to test the three null hypotheses formulated that guided the study at 0.05 levels of significance.

## Presentation of Results.

**Research Question 1.** What is influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta State?

**Table 1: Mean Rating of Respondents on Influence of Salary Reduction due to COVID 19 Pandemic on the Economy and Health educators' Job Commitment in Public Secondary Schools in Delta State.**

S/N	Influence of Salary Reduction due to COVID 19 Pandemic on the Economy and Health Educators' Job Commitment in Public Secondary Schools in Delta state	Principals				Health Educators			
		N	$\bar{X}$	SD	Decision	N	$\bar{X}$	SD	Decision
1.	The only way government will fulfill health education objectives is paying health educators adequately inspite of COVID 19 pandemic	223	3.99	0.73	+	456	3.92	1.13	+
2.	Adequate salary enhances health educators' job commitment in schools inspite of COVID 19 pandemic	223	3.95	1.15	+	456	3.89	0.97	+
3.	Adequate salary is to attract new health educators in schools inspite of COVID 19 pandemic.	223	3.91	1.07	+	456	3.87	0.15	+
4.	Adequate salary assists to uphold the "mental agreement among health educators inspite of COVID 19 pandemic.	223	3.85	1.05	+	456	3.84	1.17	+
5.	Infringement of the mental agreement is prone to cause harms among health educators above other issue inspite of COVID 19 pandemic.	223	3.83	1.03	+	456	3.81	0.77	+
6	When salary is "fair" it enhance health educators job commitment inspite of COVID 19 pandemic.	223	3.77	0.95	+	456	3.78	1.15	+
7	The failure of government to offer extra inducement to health educators has been a key demotivator inspite of COVID 19 pandemic.	223	3.74	0.91	+	456	3.63	1.09	+
8	It is necessary for government to compensate health educators adequately for their diverse contributions in teaching inspite of COVID 19 pandemic.	223	3.71	0.85	+	456	3.59	0.81	+
9	Government policy which entails salary will encourage health educators to remain in teaching inspite of COVID 19 pandemic.	223	3.67	0.75	+	456	3.55	0.79	+
10	Abnormal actions among health educators like theft in the schools is an endeavor to reinstate "equality" to salary.	223	2.39	1.07	+	456	2.41	1.13	+
	<b>Total</b>		36.81	2.67			36.29	9.16	
	<b>Grand Mean</b>		<b>3.68</b>	<b>0.27</b>			<b>3.74</b>	<b>0.92</b>	

+ = Agreed, - = Disagreed

The data in table 1 shows that the Mean rating from items 1 to 10 on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state . The respondents agreed on items 1 to 10 that the only way government will fulfill health education objectives is paying health educators adequately ,adequate salary enhances health educators' job commitment in schools, adequate salary is to attract new health educators in schools , adequate salary assists to uphold the “mental agreement among health educators, infringement of the mental agreement is prone to cause harms among health educators above other issue , when salary is “fair” it enhance health educators job commitment, the failure of government to offer extra inducement to health educators has been a key de-motivator , it is necessary for government to compensate health educators adequately for their diverse contributions in teaching , government policy which entails salary will encourage health educators to remain in teaching and abnormal actions among health educators like theft in the schools is an endeavor to reinstate “equality” to salary.

With the data in table 1 and the mean rating from items 1 to 10, the followings were discovered. The mean rating for Principals was 3.68 and standard deviation of 0.27 while the mean rating for Health educators was 3.63 and standard deviation of 0.92. Using the standard level of acceptance for the study as 2.50, the ratings of

principals and health educators were higher than the criterion level of receipt. This implied that influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state was high as the ratings were high.

**Research Question 2:** What is the influence of salary reduction due to Covid 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex?

**Table 2: Mean Rating of Respondents on the Influence of Salary Reduction due to Covid 19 Pandemic on the Economy and Health Educators' Job Commitment in Public Secondary Schools in Delta State in Terms of their Sex?**

S/N	Influence of Salary Reduction due to COVID 19 Pandemic on the Economy and Health educators' Job Commitment in Public Secondary Schools in Delta state in terms of their sex.	Principals				Health educators			
		N	$\bar{X}$	SD	Decision	N	$\bar{X}$	SD	Decision
1.	Good salary is to maintain health educator s' job commitment in spite of their sex.	223	4.03	0.75	+	456	3.97	1.09	+
2.	Highly satisfied health educators are further expected to stay in teaching in spite of their sex.	223	3.95	0.83	+	456	3.91	0.85	+
3.	Highly contented health educators are more committed in teaching in spite of their sex.	223	3.89	1.13	+	456	3.87	1.09	+
4.	Female health educators are more committed in teaching in spite of salary reduction.	223	3.83	0.91	+	456	3.85	1.12	+
5	Salary structure is to attract new health educators to teaching in spite of their sex.	223	3.77	1.05	+	456	3.79	1.13	+
6	Health educator job contentment contributes not only to health educators' inspiration but as well to students 'learning in spite of their sex.	223	3.73	1.17	+	456	3.77	0.81	+
7	Good salary should be used to guarantee excellent governance among health educators in spite of their sex.	223	3.67	1.13	+	456	3.73	0.69	+
8	Good salary interprets developed capacities into enhanced job commitment among health educators in spite of their sex.	223	3.57	0.85	+	456	3.69	1.13	+
9	Livelihood condition for many health educators are poor, which guides to broad de- motivation among health educators in spite of their sex.	223	3.53	1.09	+	456	3.61	0.79	+
10	Extrinsically motivated health educators are prone to focus on performance results in spite of their sex.	223	3.47	0.83	+	456	3.55	1.13	+
			34.24	9.74			34.58	9.83	
	<b>Grand Mean</b>		<b>3.42</b>	<b>0.97</b>			<b>3.46</b>	<b>0.98</b>	

+ = Agreed, - = Disagreed

The data in table 2 shows that the mean rating from items 1 to 10 on the influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex . The respondents agreed on all the items that good salary is to maintain health educator s' job commitment, highly satisfied health educators are further expected to stay in teaching, highly contented health educators are more committed in teaching , female health educators are more committed in teaching in spite of salary reduction, salary structure is to attract new health educators to teaching , health educator job contentment contributes not only to health educators' inspiration but as well to students 'learning , good salary should be used to guarantee excellent governance among health educators, good salary interprets developed capacities into enhanced job commitment among health educators , livelihood condition for many health educators are poor, which guides to broad de- motivation among health educators and extrinsically motivated health educators are prone to focus on performance results in spite of their sex.

With the data in table 2 and the mean rating from items 1 to 10, the followings were noted. The mean rating for principals was 3.42 and standard deviation of 0.97 while the mean rating for health educators was 3.46 and standard deviation of 0.98. With the level of acceptance for the study as 2.50, the ratings of principals and health educators were higher than the criterion level of acceptance. This showed that the influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex was high as the ratings were high.

**Research Question 3:** What is the influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their age?

**Table 3: Mean Rating of Respondents on the Influence of Salary Reduction due to COVID 19 Pandemic on the Economy and Health Educators' Job Commitment in Public Secondary Schools in Delta State in terms of their Age.**

S/N	Influence of Salary Reduction due to COVID 19 Pandemic on the Economy and Health Educators' Job Commitment in Public Secondary Schools in Delta state in terms of their age.	Principals				Health educators			
		N	$\bar{X}$	SD	Decision	N	$\bar{X}$	SD	Decision
1.	Younger health educators are committed to teaching when Salary are reduced due to COVID 19 Pandemic	223	3.95	1.17	+	456	4.05	0.77	+
2.	Older health educators are not committed to teaching when Salary are reduced due to COVID 19 Pandemic	223	3.93	0.81	+	456	3.99	1.09	+
3.	Health educator's job commitment is formed by the scenery of salary in inspite of their age.	223	3.85	1.13	+	456	3.87	1.05	+
4.	Health educator's job commitment is fashioned by the information of salary structures in inspite of their age.	223	3.83	0.79	+	456	3.81	1.01	+
5	Well paid health educators are less disrupted in their job in inspite of their age.	223	3.77	1.05	+	456	3.75	1.09	+
6	Reduction in salary encourages brain drain among health educators inspite of their age	223	3.65	1.13	+	456	3.71	0.81	+
7	Well paid health educators are more confidence in their job inspite of their age.	223	3.63	1.12	+	456	3.69	0.77	+
8	Poorly motivated health educators get dissatisfaction in carrying out their job inspite of their age.	223	3.55	0.83	+	456	3.61	1.13	+
9	Reduction in salary encourages strike actions among health educators inspite of their age	223	3.51	1.17	+	456	3.53	0.81	+
10	Health educators' should be paid based on minimum wage laws inspite of their age	223	3.49	0.85	+	456	3.51	1.15	+
	Total		34.18	3.97			34.38	9.68	
	<b>Grand Mean</b>		<b>3.42</b>	<b>0.4</b>			<b>3.44</b>	<b>0.97</b>	

+ = Agreed, - = Disagreed

The data in table 3 shows that the mean rating from items 1 to 10 on the influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job

commitment in public secondary schools in Delta state in terms of their age . The respondents agreed on all the items that younger health educators are committed to teaching when Salary are reduced due to COVID 19 Pandemic, older health educators are not committed to teaching when Salary are reduced due to COVID 19 Pandemic , health educator’s job commitment is formed by the scenery of salary in inspite of their age, health educator’s job commitment is fashioned by the information of salary structures in inspite of their age, well paid health educators are less disrupted in their job in inspite of their age, reduction in salary encourages brain drain among health educators inspite of their age, well paid health educators are more confidence in their job inspite of their age, poorly motivated health educators get dissatisfaction in carrying out their job inspite of their age, reduction in salary encourages strike actions among health educators inspite of their age and health educators’ should be paid based on minimum wage laws inspite of their age.

With the data in table 3 and the mean rating from items 1 to 10, the followings were observed. The mean rating for principals was 3.42 and standard deviation of 0.4 whereas the mean rating for health educators was 3.44 and standard deviation of 0.97. With the level of acceptance for the study as 2.50, **the ratings of** principals and health educators were higher than the criterion level of acceptance. This showed that the on the influence of salary reduction due to COVID 19 pandemic on the economy and health educators’ job commitment in public secondary schools in Delta state in terms of their age was high as the ratings were high.

**Hypothesis 1:** There is no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators’ job commitment in public secondary schools in Delta state.

**Table 4 z test Analysis of the Significant Difference on Influence of Salary Reduction due to COVID 19 Pandemic on Health Educators’ Job Commitment in Public Secondary Schools in Delta state.**

States	N	$\bar{X}$	SD	Df	Level of Significance	Calculated z-Value	Critical z-Value	Decisions
Principals	223	32.19	4.82					Not Significant
Health educators	456	33.86	5.6	677	0.05	1.63	1.96	Accept Ho <sup>1</sup>

**Significant at 0.05 < P level**

Table 4 shows that calculated z value of 1.63 was lesser than the critical z value of 1.96. Consequently, the null hypothesis was accepted. This implies that there was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators’ job commitment in public secondary schools in Delta state.

**Hypothesis 2.** There is no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex.

**Table 5; z test Analysis of the Significant Difference on Influence of Salary Reduction due to COVID 19 Pandemic on Health educators' Job Commitment in Public Secondary Schools in Delta state in terms of their Sex.**

States	N	$\bar{X}$	SD	Df	Level of Significance	Calculated z-Value	Critical z-Value	Decisions
Principals	223	31.81	5.98					Not Significant
Health Educators	456	34.75	5.12	677	0.05	-2.7	1.96	Accept Ho <sup>2</sup>

**Significant at 0.05 < P level**

Table 5 shows that calculated z value of -2.7 was lesser than the critical z value of 1.96. Consequently, the null hypothesis was accepted. This implies that there was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex.

**Hypothesis 3:** There is no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their age .

**Table 6; z test Analysis of the Significant Difference on Influence of Salary Reduction due to COVID 19 Pandemic on Health Educators' Job Commitment in Public Secondary Schools in Delta State in terms of their Age.**

States	N	$\bar{X}$	SD	Df	Level of Significance	Calculated z-Value	Critical z-Value	Decisions
Principals	223	33.42	5.35					Not Significant
Health educators	456	37.58	5.32	677	0.05	-3.98	1.96	Accept Ho <sup>3</sup>

**Significant at 0.05 < P level**

Table 4 shows that calculated z value of -3.98 was lesser than the critical z value of 1.96. Consequently, the null hypothesis was accepted. This implies that there was no significant difference on influence of salary reduction due to COVID 19 pandemic on the



economy and health educators' job commitment in public secondary schools in Delta state in terms of their age

**Findings:**

- 1 Salary reduction due to COVID 19 pandemic on the economy influences negatively health educators' job commitment in public secondary schools in Delta state was high as the ratings were high.
- 2 Salary reduction due to COVID 19 pandemic on the economy influences negatively health educators' job commitment in public secondary schools in Delta state in terms of their sex was high as the ratings were high.
- 3 Salary reduction due to COVID 19 pandemic on the economy influences negatively health educators' job commitment in public secondary schools in Delta state in terms of their age was high as the ratings were high.
- 4 There was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state at 0.05 level of significance.
- 5 There was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex at 0.05 level of significance.
- 6 There was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their age at 0.05 level of significance.

**Conclusion:**

- 1 Salary reduction due to COVID 19 pandemic on the economy influences negatively on health educators' job commitment in public secondary schools in Delta state.
- 2 Salary reduction due to COVID 19 pandemic on the economy influences negatively on health educators' job commitment in public secondary schools in Delta state.
- 3 Salary reduction due to COVID 19 pandemic on the economy influences negatively health educators' job commitment in public secondary schools in Delta state..
- 4 There was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state.
- 5 There was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their sex.

**6** There was no significant difference on influence of salary reduction due to COVID 19 pandemic on the economy and health educators' job commitment in public secondary schools in Delta state in terms of their age.

### **Recommendation :**

- (1) Health educators in public secondary schools in Delta state have a smaller amount of motivation in terms of salary which contributed in a little amount in progressing their job commitment.
- (2) The government should encourage confidence and commitment among health educators in public secondary schools in Delta state by paying them better salary.
- (1) The government of Delta state should provide reward such as hazard pay, health-care, maternity, paternity and adoption leave, salary increase, severance compensation, sick leave, termination, holiday leave, work breaks and meal breaks due to health educators as required by law.

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