

The Effect of Excess Workload on Lecturers in Higher Institution and Its Relation with Instructional Technology a Case Study of North-West Nigeria

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Abstract : The paper is advanced on the historical background of the effects of excess work load on lecturers in higher institutions of learning which will assess the socio-economic and psychological disposition of lecturers in the realm of quality production. The paper further discusses the significant roles played by excess work load in general transformation of higher education, which will give the management and stake holders input for successful development of higher education. Even though all forms of work and organizational procedures are potential source of stress and stressors. In higher institution of leaning, lecturers perform many responsibilities such as lecturing, carrying out research and engaging in community services. If these multiple roles could not be handle property it would have result in stress which may have negative impact on job performance, and it's relation with instructional technology. A sample 191 lecturers were randomly selected from the higher institutions in the northern west zone in Nigerian using two instruments i.e. work load stress management question and job performance Approval, data were collected on lecturers of socio-economic and physiological stress and job performances. Findings of the study shows that lecture experienced excess work load in academic activities. Lecturer's job performance was negatively influences by socio-economic and psychological work stress. Among the recommendation made were the need for organizing regular induction courses for lecturers on stress, and enhance interpersonal relations among the lecturers as well as provision of electronic public address system to reduce the stress.

Keywords : effect, excess, lecturers, workload