

**FEAR OF NEGATIVE EVALUATION AND SELF-EFFICACY AS SOCIAL-
PSYCHOLOGICAL PREDICTORS OF JOB INVOLVEMENT OF PHYSICALLY
CHALLENGED PERSONS IN ANAMBRA STATE, EASTERN NIGERIA (BIAFRA)**

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ABSTRACT: *The study investigated fear of negative evaluation and self-efficacy vis-à-vis job-involvement of physically challenged persons in Anambra State, Eastern Nigeria (Biafra). Participants were 32 sampled through multisystem sampling. Data were collected using valid/reliable Fear of Negative Evaluation, Self-Efficacy, and Job-Involvement Scales. The study had predictive design with regression statistics. Findings were that for physically challenged persons in Anambra State, Eastern Nigeria (Biafra): There was high fear of negative evaluation; Self-efficacy was relatively stable; Job-involvement was below average; Fear of negative evaluation significantly/positively correlated with their job-involvement; Self-efficacy significantly/positively correlated with their job-involvement; Fear of negative evaluation significantly/positively predicted job-involvement; and Self-efficacy significantly/positively predicted job-involvement. Recommendations: Self-efficacy of physically challenged persons should be boosted. Physically challenged persons should improve functional prowess, and refrain from self-pity.*

KEYWORDS: fear-of-negative-evaluation, self-efficacy, job-involvement, physically-challenged, Anambra-state, eastern-Nigeria (Biafra)

INTRODUCTION

Being physically challenged can be referred to as total or partial loss of a person's bodily functions (Physical Disability Council, 2009). In the contemporary Nigerian society, the common perception held by policy-makers and the public is that physically challenged persons are issues of charity and welfare (Lang & Upah, 2008). People who are physically challenged have a problem with their body that makes it challenging for them to carry out certain functions that other people could easily do. Thus, it appears that the fear accompanying being negatively evaluated as a physically challenged person can affect functional prowess associated with self-efficacy (Loeb, 2016). Self-efficacy determines how much effort people will expend and how long they will persist in the face of obstacles or aversive experiences (Bandura, 1982). It is a belief in one's own abilities and capacities that has motivational implications (Bandura, 1982). Observation has shown that there is dearth of studies which have looked at personality variables that affect the job involvement of physically challenged persons in Anambra State, Eastern Nigeria (Biafra). Instead of people intensifying programmes and policies on improving the competencies of physically challenged persons, much sneering and sarcasm are what they (physically challenged persons) receive. Physically challenged persons are therefore drained of self-efficacy, which would have boosted their functionality.

Statement of the Problem

In Nigeria, observations revealed that physically challenged employees face some challenges as they carry out the duty assigned to them in their workplace. Some of these challenges come from the environment and structures of their workplace. Some others could come from their colleagues at work who tend to appraise them negatively, and sometimes suggest that physically challenged employees lack the efficacy required to carry out their assigned duties. Consequently, such negative appraisal may instill fear and affect how involved the physically challenged are with their job. This in turn may decrease their motivation to carry out their duties in their workplace, which also affect their self-efficacy. Moreover, it have been noted that if one is physically challenged, he or she is more likely to be seen as somebody that is sick, that is functionally limited, and is unable to work (Brooks 1991).

Purpose of the Study

The purposes of the study are to:

1. Find out whether the physically challenged in Nigeria are actually apprehensive of being evaluated as it concerns their physical condition.
2. Find out the extent of self-efficacy exhibited by physically challenged persons in Anambra State, Nigeria.
3. Find out the extent of job involvement exhibited by physically challenged persons in Anambra State, Nigeria.

4. Examine the role of fear of negative evaluation in the job involvement of the physically challenged.
5. Examine the influence of self-efficacy in the job involvement of the physically challenged.

Significance of the Study

The significance of the study lies on the following points:

1. The study brings into focus the extent of fear of negative evaluation possessed by physically challenged persons in Anambra State, Nigeria, and its impact on their job involvement.
2. It enriches knowledge on the extent of self-efficacy possessed by physically challenged persons in Anambra State, Nigeria, and its role on their job involvement.
3. It reveals the extent of job involvement exhibited by physically challenged persons in Anambra State, Nigeria.
4. It proposes increase in advocacy for promoting positive working condition for the physically challenged persons.

Operational Definitions Variables

Fear of Negative Evaluation: This is persistent apprehension or anxiety that a person will be negatively assessed in social and performance situations. This was measured in this study using Fear of Negative Evaluation (FNE) Scale developed by Watson and Friend (1969).

Self-Efficacy: It is a person's self-belief that he or she has the ability to perform a given task. It is assessed in this study using Self-Efficacy Scale (SES) developed by Sherer, Maddox, Mercandante, Prentice-Dunn, Jacobs, and Rogers (1982).

Job Involvement: This refers to the extent to which a person is devotionally attached to the individual's work. It was measured in this study using Job Involvement (JI) Scale developed by Lodahl and Kejner (1965).

LITERATURE REVIEW

Brief reviews were made on fear of negative evaluation, self-efficacy, and job involvement, under theoretical and empirical reviews.

THEORETICAL REVIEW

This involves the examination of paradigm or construct associated with the variables of interest in the study.

On Fear of Negative Evaluation

Self-Appraisal Theory: Appraisal theory was famously championed by Magda Bloumlau Arnold (1903-2002) and Richard S. Lazarus (1922-2002). Appraisal theory of emotion is a theory that

states that emotions result from people's interpretations and explanations of their circumstances even in the absence of physiological arousal (Aronson, Wilson, & Akert, 2005). This theory explains why people differ on their emotions to the same event/situation or issue. The appraisals/evaluations physically challenged persons make of their health conditions vis-à-vis healthy others could influence fear associated with being physically challenged.

On Self-Efficacy

Self-concept theory: Carl Ransom Rogers (1902-1987) and Abraham Harold Maslow (1908-1970) were the major famous proponents of the self-concept theory of self-efficacy. Self-concept theory seeks to explain how people perceive and interpret their own existence as a result of cognition received from external and significant others/sources, focusing on how these impressions are organized and how they are active throughout life. Successes and failures are closely related to the ways in which people have learned to view themselves and their relationships with others. This theory describes self-concept as learned (not present at birth); organized (in the way it is applied to the self); and dynamic (ever-changing, and not fixed at a certain age) (McAdam, 1986). Basically, the perception physically challenged persons in Anambra State, Nigeria, make about themselves could influence their functional ability.

On Job Involvement

Multi-dimensional theory: The theory was championed by Yoshimura (1996), and it proposed that job involvement is not uni-dimensional concept, rather, it is a concept that consists of three dimensions namely emotional job-involvement, cognitive job-involvement, and behavioral job-involvement (Lubakaya, 2014; Yoshimura, 1996). Yoshimura postulates that emotional job-involvement indicates how strongly the worker is interested in his/her job or how much the worker likes his/her job. Cognitive job-involvement indicates how strongly the worker wants to participate in his/her job-related decision-making or how important the job is in his or her whole life. Behavioural job-involvement indicates how often the worker usually takes extra-role behavior such as taking an evening class to enhance job-related skills or thinking about the job after leaving the office. Therefore, the emotions and cognitive appraisals physically challenged persons in Anambra State, Nigeria, give to their job determine the corresponding behaviours exhibited towards the job.

EMPIRICAL REVIEW

This entail the quantitative researches carried out on the variables of interest in the study.

On Negative Evaluation

Moreover, scholars have carried out studies on body and self-satisfaction to examine how they tend to be correlates between non-challenge people and their negative attitudes toward challenged persons. Studies by Leclair and Rockwell (2000) concluded that lack of satisfaction with one's own body is related, and probably a contributing factor, to the development of negative attitudes toward challenged persons. Cormack (2004) expanded this body and self-satisfaction view to successfully argue that a positive perception of one's self is related to the acceptance of challenged persons. Thus, people with positive and secure self-concepts were reported to show more positive

and accepting attitudes toward those with challenges, while people with low self-concepts often reject them.

On Self-Efficacy

Aderibigbe, Igboanusi and Gwaison (2014) carried out a study on psychosocial predictors of job involvement amongst civil servants in Nigeria using 214 participants. Accordingly, the study investigated self-efficacy, meaning in life, education and age as predictors of job involvement among civil servants in Nigeria. It adopted survey research design, purposive and convenience sampling techniques respectively. A structured questionnaire form containing three validated scales of measurement was used as instrument. Results revealed that self-efficacy and meaning in life jointly predicted job involvement $F(2,211) = 33.512$; $R^2 = 0.234$; $p < .05$. It further showed that self-efficacy ($\beta = 0.432$; $t = 7.009$; $p < .05$) independently predicted job involvement. Garcia (2015) carried out a study investigating the relationship between self-efficacy and employee commitment among certified clinical percussionists (CCP). The study was conducted with the purpose being to investigate whether a relationship exists between self-efficacy and commitment among CCPs and the extent to which age, gender, workload, experience, or education impacted CCPs commitment. Data were collected from 264 respondents via 2 established survey instruments - the organizational commitment questionnaire and the work self-efficacy inventory. Data were analyzed using simple linear regression and multiple regression to estimate the relationships between the predictor variables and commitment levels among CCPs. The results indicated a statistically significant direct relationship between self-efficacy levels and commitment levels among CCPs.

On Job Involvement

The study by Oguegbe, Joe-Akunne, and Edoga (2015) investigated the influence of gender and organizational politics on job involvement. A total of 201 bankers from Onitsha, Anambra State, Nigeria, served as participants in the study. Out of the 201 participants 82 (40.8%) were males while 119 (59.2%) were females. Three hypotheses were posited and tested in this study using two way analysis of variance (TWO-WAY ANOVA). Result indicated no significant main effect for gender on job involvement among bankers at $F(1, 197) = 0.82$, $P > .05$ level of significance. The second hypothesis which stated that there would be a significant difference between bankers who were high on perception of organizational politics and those that were low on perception of organizational politics on job involvement was not accepted at $F(1, 197) = 2.75$, $P > .05$ level of significance. The third hypothesis which stated that there would be a significant interaction between gender and perception of organizational politics on job involvement was confirmed at $F(1, 197) = 5.79$, $P < .05$ level of significance. The study by Shalmazari (2015) investigated the relationship between job satisfaction and job involvement of teachers in Isfahan in 2014-15, in which 120 subjects of 60 females, and 60 males were selected by cluster sampling method. Required data were collected using job satisfaction questionnaire and job involvement questionnaire. The mean and standard deviation were used to describe the data, and coefficient of correlation and regression were used for data analysis. The results showed that there was a significant relationship between job satisfaction and job involvement at 0.36 ($\text{sig} < 0.01$). In

addition, stepwise regression analysis showed that job involvement explains only 17% of the variance in job satisfaction.

Hypotheses:

1. Fear of negative evaluation will not predict job involvement of physically challenged persons in Anambra State, Nigeria.
2. Self-efficacy will not predict job involvement of the physically challenged persons in Anambra State, Nigeria.

METHODS

Participants: The participants for study were 32 physically challenged persons working in different Local Government Areas (LGAs) in Anambra-South Senatorial Zone, Anambra State, Nigeria. They were selected using multisystem (cluster, systematic, purposive, and incidental) sampling techniques. Use of multisystem sampling arises when multiple scientific/probability sampling methods (at least two) and multiple non-scientific/non-probability sampling methods (at least two) are combined to sample participants for a study. Multisystem sampling is different from multiphase sampling which involves repeated use of only non-scientific/non-probability sampling methods in different phases of a study, when the study has multiple populations. Again, it (multisystem sampling) is different from multistage sampling which involves repeated use of only scientific/probability sampling methods at different levels, stages, sequence or processes of the study, when the study has only one population but multiple levels, stages, sequence, or processes. The cluster and systematic techniques were the scientific/probability samplings, while purposive and incidental techniques were the non-scientific/non-probability samplings. The 7 LGAs constitute the population clusters from which the cluster sampling was done. The systematic sampling was done by alphabetically listing and numbering the 7 LGAs (Aguata, Ekwusigo, Ihiala, Nnewi-North, Nnewi-South, Orumba-North, and Orumba-South LGAs), and only the odd-numbered LGAs (a total of 4) were systematically sampled for the study. Thus, the participants were sampled from Aguata, Ihiala, Nnewi South, and Orumba South LGAs. Purposive sampling was used to specifically sample only physically challenged persons, while incidental sampling was employed to sample physically challenged persons based on availability and willingness to participate in the study.

Instruments: Three instruments that were used in the study included Job Involvement Scale (JI) by Lodahl and Kejner (1965), Fear of Negative Evaluation (FNE) by Watson and Friend (1969), and Self- Efficacy Scale (SES) by Scherer et al., (1982).

Fear of Negative Evaluation (FNE) was a 30-item instrument designed to measure social anxiety characterized by marked and persistent fear of social or performance situations appraised from being evaluated by others. It was scored using Likert response pattern of 1 to 4, where 1 = Some or a little of the time, 2 = Some of the time, 3 = Good part of the time, and 4 = Most or all of the time. All the items are directly scored. Watson and Friend (1969) reported reliability coefficient

of KR $-20 = .94$ and one month interval test-retest $= .78$ for FNE. On Nigerian validity, Odedeji (2004) in correlating FNE with STAI Y-2 (Spielberger, 1983), obtained a concurrent validity coefficient of $.63$.

Self-Efficacy Scale (SES) was a 30-item inventory designed to measure functional competencies from both interpersonal and intrapersonal perspectives. It is scored using Likert response pattern of 1 to 5, where 1 = disagree strongly, 2 = disagree moderately, 3 = neither agree nor disagree, 4 = agree moderately, and 5 = agree strongly. Items 2,4,10,12,15,16,19,23,27, and 28 were of direct scoring, while items 3,6,7,8,11,14,18,20,22,24,26,29, and 30 are of reverse scoring. Also, it has items 1, 5, 9,13,17,21, and 25 being referred to as inert items and should not be scored. It is the addition of the direct and the reversed scoring that will give the participant's final score. Sherer et al., (1982) reported Cronbach alpha internal consistency reliability coefficient of $.86$ for SES. On Nigerian validity, Ayodele, (1998) obtained a concurrent validity coefficient of $.23$ by correlating SES with Mathematics Anxiety Rating Scale Revised (Plake & Parker, 1982).

Job Involvement Scale (JI) was a 21-item instrument designed to measure the extent to which a person is attached and engrossed in his/her job. It is scored using Likert response pattern of 1 to 5, where 1 = disagree strongly, 2 = disagree moderately, 3 = neither agree nor disagree, 4 = agree moderately, and 5 = agree strongly. Items 1,2,3,4,5,6,7,8,9,11,12,15, and 20 are of direct scoring, while items 10,13,14,16,17,18, and 19 are of reverse scoring. Lodahl and Kejner (1965) obtained Spearman-Brown internal reliability coefficients of $.72$ and $.80$ for females and males respectively. The coefficient of test-retest reliability obtained in an interval of 72 days was $.90$. Validity coefficients were obtained in Nigeria by Mogaji (1997) by correlating job involvement scale with Job Descriptive Index (JDI) (Smith, Kendall, & Hulin, 1969) as follows: Work Scale (American Samples $= .29$; Nigerian Samples $= .23$), Pay Scale (Nigerian Samples $= -.09$), Promotion Scale (American Samples $= .38$; Nigerian Samples $= -.09$), Supervision Scale (American Samples $= .38$; Nigerian Samples $= -.09$), and Co-workers Scale (American Samples $= .37$; Nigerian Samples $= .11$).

Procedure: The participants for the study were sampled through cluster, systematic, and purposive sampling techniques. The participants must qualify for the inclusion criteria and must show willingness on voluntary basis to participate in the study. The inclusion criteria for this study were be: (1) s/he must be physically challenged, (2) s/he must be a civil servant working in Anambra South Senatorial Zone, (3) s/he must show willingness on voluntary basis to participate in the study, (4) s/he must know how to read and understand English language, and (5) s/he must not be blind and/or deaf (this was because the instruments were not transformed into braille to assist the blind, and a sign language interpreter was not available to assist the deaf). Before administering the study's instruments on the participants, a good rapport were created with them and they were assured of the confidentiality of their response. The participants were guided properly on how to attend to the study instruments truthfully. As soon as they were through attending to all the items on the instruments, the instruments were collected for scoring and analysis.

Design/Statistic: The study had predictive design. The data collected were analyzed using multiple linear regression statistics to test the two hypotheses postulated. The reason for this statistics was because the predictor/independent variables namely fear of negative evaluation and self-efficacy were examined on the dependent variable of job involvement.

RESULTS

The collected data were analyzed using the version 23 of the SPSS.

TABLE 1:

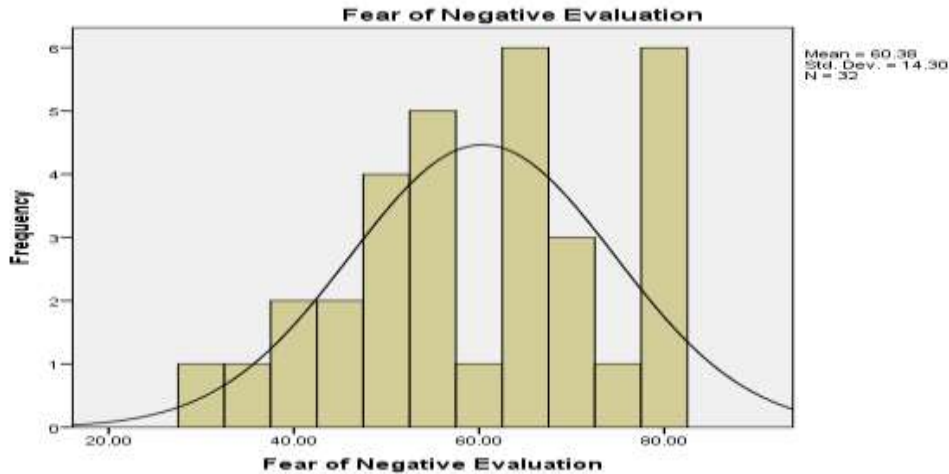
	Fear of Negative Evaluation	Self-Efficacy	Job Involvement
N Valid	32	32	32
Mean	60.3750	63.6250	40.6563
Std. Error of Mean	2.52797	.93407	2.41326
Median	61.0000	63.0000	35.0000
Mode	56.00	60.00	28.00 ^a
Std. Deviation	14.30035	5.28388	13.65144
Variance	204.500	27.919	186.362
Skewness	-.218	.116	1.132
Std. Error of Skewness	.414	.414	.414
Kurtosis	-.742	-.944	.086
Std. Error of Kurtosis	.809	.809	.809
Range	52.00	19.00	45.00
Minimum	30.00	55.00	26.00
Maximum	82.00	74.00	71.00

Descriptive Statistics of the Physically Challenged Persons, Anambra State, Nigeria

Source: Analysis of the researcher's collected primary data

The table 1 above showed the descriptive statistics of the participants. The large values in the standard deviation and variance in comparison to the mean showed that the physically challenged in Anambra State vary so much in their fear of negative evaluation and job involvement. On the other hand, they have relatively consistent self-efficacy as shown in the closeness of their standard deviation and variance. However, the kurtosis showed less tailness with reference to "Excess Kurtosis of 3", indicating general poor performance on fear of negative evaluation, self-efficacy, and job involvement. Even the skewness is not impressive for the three variables investigated.

FIGURE 1:

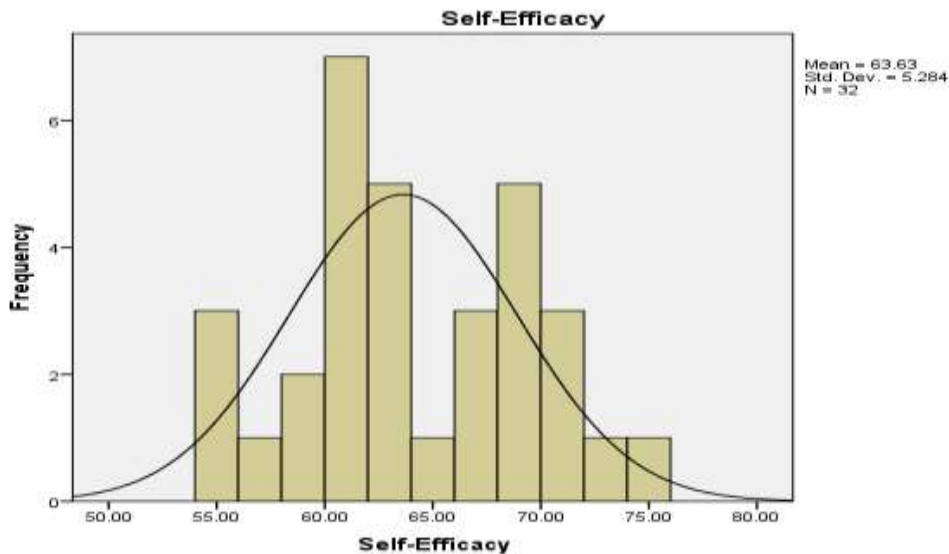


Histogram for Fear of Negative Evaluation of the Physically Challenged Persons, Anambra State, Nigeria.

Source: Analysis of the researcher's collected primary data

The histogram graph of figure 1 showed the samples' performance for fear of negative evaluation for the mean (60.38) and standard deviation (14.30). The participants' had more undulating high fear of negative evaluation than their highly varied low fear of negative evaluation. Generally, the participants' fear of negative evaluation seemed frequent.

FIGURE 2:

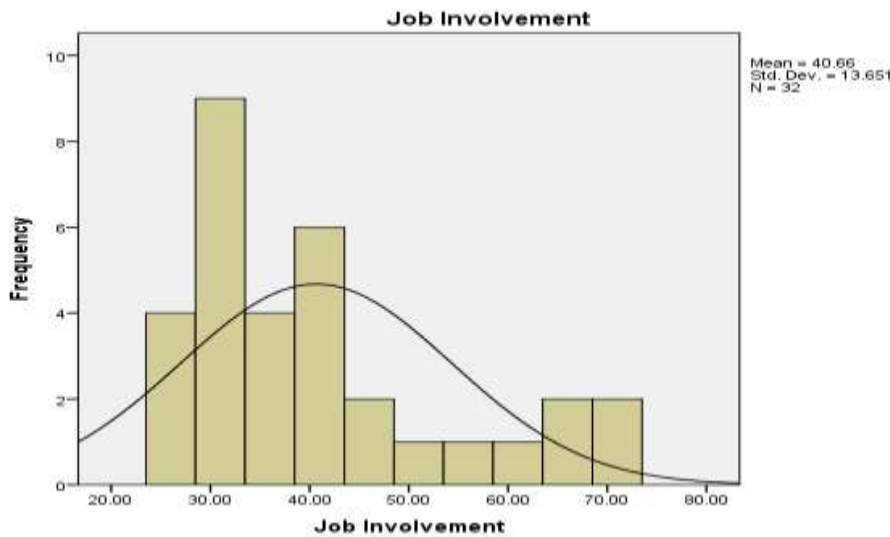


Histogram for Self-Efficacy for the Physically Challenged Persons, Anambra State, Nigeria.

Source: Analysis of the researcher's collected primary data

The histogram graph of figure 2 showed the samples' performance for self-efficacy for the mean (63.63) and standard deviation (5.28). The participants' had similar and stable self-efficacy. The self-efficacy is evenly distributed across the samples, and this reflected in the tight standard deviation.

FIGURE 3:



Histogram for Job Involvement of the Physically Challenged Persons, Anambra State, Nigeria

Source: Analysis of the researcher's collected primary data

The histogram graph of figure 3 showed the samples' performance for job involvement for the mean (40.66) and standard deviation (13.651). The participants' job involvement is substantially below the average. The participants vary so much in their job involvement as reflected in the increased standard deviation.

TABLE 2:

	Variables	1	2	3
Pearson	1. Job Involvement	1.000		
Correlation	2. Fear of Negative Evaluation	.438*	1.000	
	3. Self-Efficacy	.343*	-.072	1.000

NOTE: * $p < .05$; N= 32

Correlation Statistics Fear of Negative Evaluation and Self-Efficacy Predictions of Job Involvement of the Physically Challenged Persons, Anambra State, Nigeria.

Source: Analysis of the researcher's collected primary data

The table 2 above shows the samples' correlations for fear of negative evaluation and self-efficacy with job involvement of the physically challenged in Anambra State, Nigeria. The results showed that fear of negative evaluation ($p < .05$, $r = .438$, $N = 32$) and self-efficacy ($p < .05$, $r = .343$, $N = 32$) significantly and positively correlated job involvement.

TABLE 3:

Job Involvement (DV)		
Predictors (IV)	Step1β	Step2β
Step1 - Fear of Negative Evaluation	.438*	.465*
		.376*
Step2 - Self-Efficacy Justice		
ΔF	7.111*	6.123*
R^2	.192*	.333*
ΔR^2	.165*	.287*
Df	1; 30	2; 29
Durbin Watson	1.704	

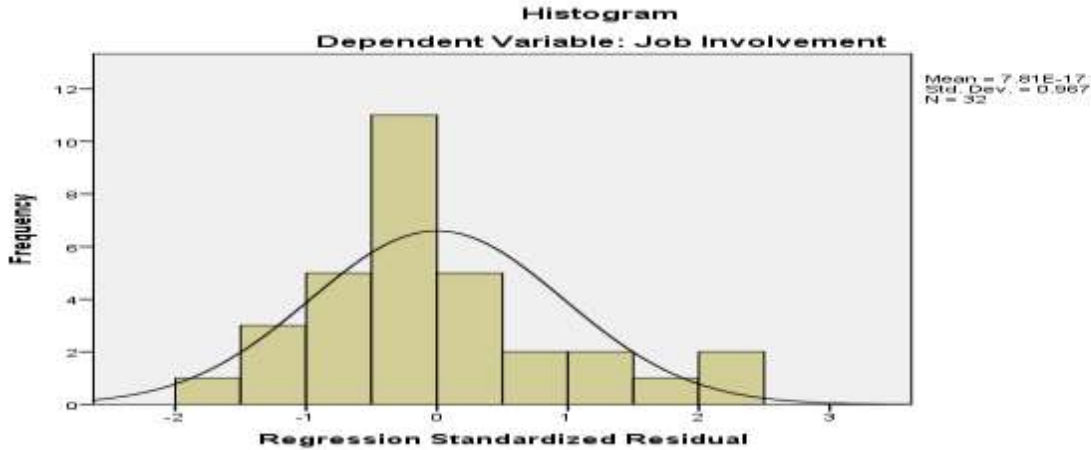
NOTE: * $p < .05$; $N = 32$

Multiple Regression Analysis for Fear of Negative Evaluation and Self-Efficacy Predictions of Job Involvement of the Physically Challenged Persons, Anambra State, Nigeria.

Source: Analysis of the researcher's collected primary data

From the result of multiple regression analyses the overall model was significant for fear of negative evaluation ($R^2 = .192$, $\Delta R^2 = .165$, $F(1, 30) = 7.111$, $p < .05$), and self-efficacy ($R^2 = .333$, $\Delta R^2 = .287$, $F(2, 29) = 6.123$, $p < .05$). Durbin Watson of $0 < 1.70 < 4$ showed positive errors autocorrelation of the variables of interest. The overall fit of the model showed the final 33% accounting for the variations in sample. Fear of negative evaluation, which accounted for 19% variance, significantly predicted job involvement ($\beta = .438$; $p < .05$, $N = 32$). When self-efficacy was added, it accounted for additional 33% variation as a significant predictor of job involvement ($\beta = .465$; $p < .05$, $N = 32$).

FIGURE 4:

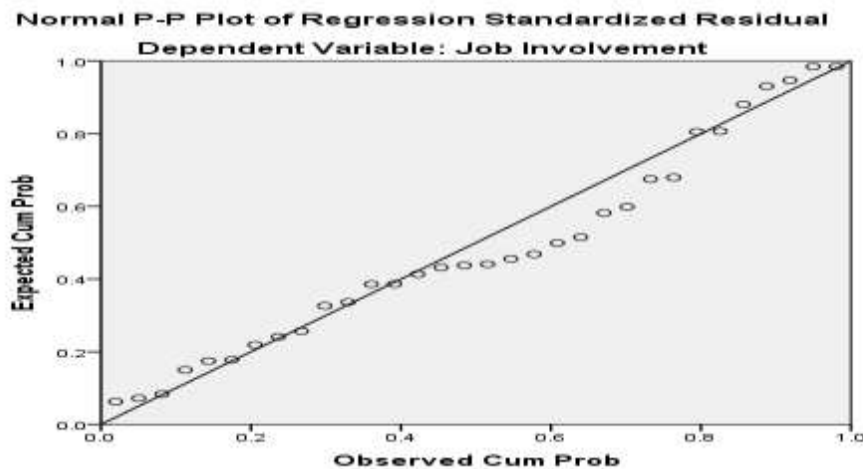


Histogram for Job Involvement of the Physically Challenged Persons, Anambra State, Nigeria.

Source: Analysis of the researcher’s collected primary data

The histogram graph showed the samples’ performance for the tested variables for the mean (-7.81E-17) and standard deviation (0.967). The participants’ performances were slightly pronounced on negative skewness. The strength of the standardized residual was relatively stronger on negative side. The mean result was in the twilight zone/the outlier indicating that physically challenged persons in Anambra State, Nigeria, lacked high job involvement.

FIGURE 5:



Plot of Regression Standardized Residual for Job Involvement of Physically Challenged Persons, Anambra State, Nigeria.

Source: Analysis of the researcher’s collected primary data

The standardized residual plot above showed the samples' performance for job involvement of the physically challenged in Anambra State, Nigeria. There was lack of fit in the plot. The observed probability showed that the job involvement was slightly below the average. The outlier was very high at the middle, with very few samples showing exceptional job involvement at the bottom and top.

Summary of Results/Findings

General

1. There was high fear of negative evaluation among physically challenged persons in Anambra State, Nigeria.
2. Self-efficacy was relatively stable among physically challenged persons in Anambra State, Nigeria.
3. Job involvement of physically challenged persons in Anambra State, Nigeria, was substantially below average.

Correlation

4. Fear of negative evaluation of physically challenged persons significantly and positively correlated with their job involvement.
5. Self-efficacy of physically challenged persons significantly and positively correlated with their job involvement.

Prediction

6. Fear of negative evaluation of physically challenged persons significantly and positively predicted their job involvement.
7. Self-efficacy of physically challenged persons significantly and positively predicted their job involvement.

DISCUSSION

One of the findings of the study was that there was high fear of negative evaluation among physically challenged persons in Anambra State, Nigeria. Another finding showed that fear of negative evaluation of physically challenged persons significantly and positively correlated with their job involvement. It was also found that fear of negative evaluation of physically challenged persons significantly and positively predicted their job involvement. The three afore-stated findings were in consonance with the earlier finding by Aqbal and Ajmal (2018) that fear of negative evaluation affects functioning and performance characterizations. Physically challenged persons could have been very apprehensive of social criticisms and mockery of their physical conditions. Furthermore, it was also found in the study that self-efficacy of physically challenged persons significantly and positively predicted their job involvement. Nonetheless, another finding showed that self-efficacy was relatively stable among physically challenged persons in Anambra State, Nigeria. Finally, it was found that self-efficacy of physically challenged persons significantly and positively correlated with their job involvement. These findings on self-efficacy

corresponds with the observations of Xiong, Sun, Liu, Wang, and Zheng (2020) that self-efficacy plays great intermediary role in functional effectiveness. These findings could adequately explain why physical challenged persons in Nigeria have been social discriminated, and have not been functionally integrated. Hence, large percent of them resorts to begging as an endeavour.

Implications of the Study and its Findings

The study/findings have the following research and practice implications.

1. The findings are very relevant in promoting affirmative actions that promotes the welfare for physically challenged persons.
2. Social workers and rehabilitation professionals will find the results of the study very invaluable in assisting physically challenged persons.
3. Physically challenged persons can exhibit functional prowess when supported by African society, social and cultural systems.
4. African traditional and cultural systems such as the family, social circles, and spiritual agencies should not castigate, condemn, and perceive with disdain being physically challenged as a bad omen.
5. Belief systems eugenics of killing and other forms of elimination given to a physically challenged person in Africa, so as to stop the person from reincarnating are baseless.

CONCLUSION

The study examined fear of negative evaluation and self-efficacy as psychosocial predictors of job involvement of physically challenged persons in Anambra State, Nigeria. The study found that: There was high fear of negative evaluation among physically challenged persons in Anambra State, Nigeria; Self-efficacy was relatively stable among physically challenged persons in Anambra State, Nigeria; Job involvement was below average for physically challenged persons in Anambra State, Nigeria; Fear of negative evaluation of physically challenged persons significantly and positively correlated with their job involvement; Self-efficacy of physically challenged persons significantly and positively correlated with their job involvement; Fear of negative evaluation of physically challenged persons significantly and positively predicted their job involvement; and Self-efficacy of physically challenged persons significantly and positively predicted their job involvement.

Recommendations

The following recommendation emanated from the findings of the study.

1. Self-efficacy of physically challenged persons need to be boosted.
2. Physically challenged persons should refrain from self-pity, but instead improve on their personal qualities that facilitate performance efficacy.

Suggestions for Future Research

1. Extensive researches need to be carried out on the topic using larger samples and other personal variables.

2. Cross-cultural studies need to be carried on the topic, as cultural may influence the functional prowess of physical challenged persons.

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APPENDIX I**INSTRUMENTS OF THIS STUDY****FEAR OF NEGATIVE EVALUATION SCALE**

S/n o	ITEMS	Disagree strongly (1)	Disagree moderately (2)	Neither agree nor disagree (3)	Agree moderately (4)	Agree strongly (5)
1.	I rarely worry about seeming foolish to others.	1	2	3	4	5
2.	I worry about what people will think about me even when I know it does not make any difference.	1	2	3	4	5
3.	I become tense and jittery if know someone is sizing me up.	1	2	3	4	5
4.	I am unconcern even if I know people are forming unfavourable impression of me.	1	2	3	4	5
5.	I feel very upset when I commit some social errors.	1	2	3	4	5
6.	The opinions that important people have of me cause me little concern.	1	2	3	4	5
7.	I am often afraid that I may look ridiculous or make a fool of myself.	1	2	3	4	5
8.	I react very little when other people disapprove of me.	1	2	3	4	5
9.	I am frequently afraid of other people noticing my shortcomings.	1	2	3	4	5
10.	The disapproval of others would have little effects on me.	1	2	3	4	5
11.	If someone is evaluating me, I tend to expect the worst.	1	2	3	4	5
12.	I rarely worry about what kind of impression I am making on someone.	1	2	3	4	5
13.	I am afraid that others will not approve of me.	1	2	3	4	5
14.	I am afraid that people will find fault in me.	1	2	3	4	5
15.	Other people's opinion of me do not bother me.	1	2	3	4	5
16.	I am not necessarily upset if I do not please someone.	1	2	3	4	5
17.	When I am talking to someone, I worry about what they may be thinking about me.	1	2	3	4	5

18.	I feel that you can't help social errors sometimes, so why worry about it.	1	2	3	4	5
19.	I am usually worried about what kind of impression I make.	1	2	3	4	5
20.	I worry a lot about what my superiors think of me.	1	2	3	4	5
21.	If I know someone is judging me, it has little effect on me.	1	2	3	4	5
22.	I worry that others will think that I am not worthwhile.	1	2	3	4	5
23.	I worry very little about what others may think of me.	1	2	3	4	5
24.	I do not handle myself well in social gatherings.	1	2	3	4	5
25.	Sometimes, I think that I am too concerned with what other people think of me.	1	2	3	4	5
26.	I am often indifferent to the opinions others have about me.	1	2	3	4	5
27.	I am usually confident that others will have a favourable impression about me.	1	2	3	4	5
28.	I often worry that people who are important to me won't think very much of me.	1	2	3	4	5
29.	I brood about the opinions my friends have about me.	1	2	3	4	5
30.	I become tense and jittery if I know I am being judged by my superiors.	1	2	3	4	5

Developed by Watson and Friend (1969)

SELF-EFFICACY SCALE

S/no	ITEMS	Disagree strongly (1)	Disagree moderately (2)	Neither agree nor disagree (3)	Agree moderately (4)	Agree strongly (5)
1.	I like to grow house plants.	1	2	3	4	5
2.	When I make plans, I am certain I can make them work.	1	2	3	4	5
3.	One of my problems is that I can't get down to work when I should.	1	2	3	4	5
4.	If I can't do a job the first time, I keep on trying until I can.	1	2	3	4	5
5.	It is luck that plays the major role in determining one's success.	1	2	3	4	5

6.	It is difficult for me to make new friends.	1	2	3	4	5
7.	When I set important goals for myself, I rarely achieve them.	1	2	3	4	5
8.	I give up on things before completing them.	1	2	3	4	5
9.	I like to cook.	1	2	3	4	5
10.	If I see someone I would like to meet, I go to that person instead of waiting for him or her to come to me.	1	2	3	4	5
11.	I avoid facing difficulties.	1	2	3	4	5
12.	If something looks too complicated, I will not even bother to try it.	1	2	3	4	5
13.	There is some good in everybody.	1	2	3	4	5
14.	If meet someone interesting who is very hard to make friends with, I'll soon stop trying to make friends with that person.	1	2	3	4	5
15.	When I have something unpleasant to do, I stick to it until I finish it.	1	2	3	4	5
16.	When I decide to do something, I go right to work on it.	1	2	3	4	5
17.	I like science.	1	2	3	4	5
18.	When trying to learn something new, I soon give up if I am not initially successful.	1	2	3	4	5
19.	When I am trying to become friend with someone who seems uninterested at first, I don't give up easily.	1	2	3	4	5
20.	When unexpected problems occur, I don't handle them well.	1	2	3	4	5
21.	I believe that my efforts can stimulate success for me.	1	2	3	4	5
22.	I avoid trying to learn new things when they look too difficult for me.	1	2	3	4	5
23.	Failure just makes me try harder.	1	2	3	4	5
24.	I do not handle myself well in social gathering.	1	2	3	4	5
25.	I very much like to embrace challenges.	1	2	3	4	5
26.	I feel insecure about my inability to do things.	1	2	3	4	5
27.	I am a self-reliant person.	1	2	3	4	5
28.	I have acquired my friends through my personal abilities at making friends.	1	2	3	4	5
29.	I give up easily.	1	2	3	4	5
30.	I do not seem capable of dealing with most problems that come up in my life.					

Adapted from Sherer, Maddox, Mercandante, Prentice-Dunn, Jacobs, and Rogers (1982).

JOB INVOLMENT SCALE

S/ no	ITEMS	Strongly agree (1)	Agree (2)	Disagree (3)	Strongly disagree (4)
1.	I will stay overtime to a job, even if I am not paid for it.	1	2	3	4
2.	You can measure a person pretty well by how good a job s/he does.	1	2	3	4
3.	Quite often, I feel like working even if I did not need the money.	1	2	3	4
4.	For me, morning at work really flies by.	1	2	3	4
5.	I usually show up at work a little early, to get things ready.	1	2	3	4
6.	The most important things that happen to me involve my work.	1	2	3	4
7.	Sometimes, I lie awake at night thinking ahead of the next day's work.	1	2	3	4
8.	I am really a perfectionist about my work.	1	2	3	4
9.	I feel depressed when I fail at something connected with my job.	1	2	3	4
10.	I have other activities my important than my job.	1	2	3	4
11.	I live, eat, and breathe my job.	1	2	3	4
12.	I would probably keep working even if I did not need the money.	1	2	3	4
13.	The major satisfaction in life comes from my job.	1	2	3	4
14.	To me, my work is only a small part of who I am.	1	2	3	4
15.	I am very much involved personally in my work.	1	2	3	4
16.	I avoid taking extra duties and responsibilities in my work.	1	2	3	4
17.	I used to be more ambitious about my work than I am now.	1	2	3	4
18.	Most things in life are more important than work.	1	2	3	4
19.	I used to care more about my work, but now other things are more important to me.	1	2	3	4
20.	Sometimes, I would like to kick myself for the mistakes I make in my work.	1	2	3	4

Developed by Lodahl and Kejner (1965)