

Wahala No Dey Finish: Exploring the Influence of Language-Use and Adaptability on Life Satisfaction among Public Servants in Nigeria

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ABSTRACT

Life satisfaction is a basic problem that transcends age, gender, and cultural boundaries among Nigeria workers. It is a representation of an individual's level of happiness and contentment, taking into account their surroundings, relationships, and experiences. This study therefore examined how language use and adaptability techniques enhanced mental health, improved job performance and increased general well-being by combining the wisdom of adages and proverbs with the creativity of slangs to help create a distinctive outlook on life and come up with creative solutions to problems among public servants in Nigeria. The study employed Career Construction Theory (CCT) which offered a thorough framework for comprehending how people build their careers through the dynamic interaction of contextual and personal issues that highlighted the importance of professional satisfaction. The sample population for this study are 148 workers of Rufus Giwa Polytechnic (RUGIPO) (formerly Ondo State Polytechnic), Owo, Ondo State, Nigeria selected across different units/departments in the institution. The findings of this study revealed that language-use and adaptability techniques significantly jointly predicted life satisfaction among Rufus Giwa Polytechnic staff, and these tested factors had contributed 34% variation ($R^2=0.34$; $F=18.16$, $p<.01$) to changes observed in life satisfaction among the workers of the institution while 51(34.5%) and 80 (54.1%) respondents strongly agreed and agreed that slangs words like 'wahala no dey finish' are helpful in psychological adaptability of having life satisfaction. In conclusion, the study recommended that organization should implement interventions that could contribute to the exploration of ways to improve the well-being of its employees, help employees learn how to solve issues and promote the use of positive language, which will ultimately help reframe challenging circumstances, use the right language hence developing the necessary capacity process for life satisfaction.

Keywords: Adages, Adaptability, Proverbs, Public servants, Slangs, Wahala

INTRODUCTION

In general, life satisfaction is a basic problem that transcends age, gender, and cultural boundaries. It is a representation of an individual's level of happiness and contentment, taking into account their surroundings, relationships, and experiences. Additionally, it refers to the state of well-being that characterizes an individual's quality of life, which might differ from person to person and fluctuate periodically as a result of experiences and events in life. Given the ever-increasing demands of the twenty-first century, it is expedient in the workplace, as employees' life satisfaction has a substantial impact on their overall performance and the productivity of organizations, in addition to their well-being (Çarkıt, 2024). Workers are more likely to be engaged, motivated, and dedicated to their work when they are happy with their lives, which boosts productivity and effectiveness. However, low life satisfaction can lead to low performance, higher absenteeism, lower motivation, and higher turnover rates, all of which can have a detrimental impact on an organization's success and production (Çarkıt, 2022; Zhou & Lin, 2016).

Examples of circumstances that frequently cause an average Nigerian worker to doubt his or her level of life satisfaction include non-payment of salaries, delays in salary payments, poor working conditions, corruption in the workplace, delayed promotions, low wages, and other circumstances that are out of proportion to the

country's actual economic circumstances. However, Nigerian workers have learned to adapt to work-related obstacles, much like workers throughout the world. The impact of employing slang and proverbs in conversations between individuals and groups on Nigerian workers' ability to adjust to work-related circumstances to achieve life satisfaction was investigated in this study.

Scholars have described language as an essential instrument for efficient communication, enabling people to deeply and truly convey their thoughts and feelings. In the modern world, learning and utilizing a language well can lead to a variety of opportunities, improve professional advancement, create interpersonal relationships and cultural awareness, raise understanding, and broaden knowledge.

Meaning and Application of Adage, Proverb and Slang in the Workplace Communication Process

An adage is a brief, humorous phrase that conveys a universal truth or piece of guidance. According to Freshchenko (2023), adages are frequently transmitted from one generation to the next and are intended to offer direction or wisdom. Examples include: actions speak louder than words meaning (your actions reveal your genuine motive and character, not your words), Everything is fair in love and war, which means that any strategy is appropriate or justified when feelings are strong and the stakes are high. The phrase "don't count your chickens before they hatch" refers to the idea that something might occur before it has. Practice makes perfect, meaning (the more you repeat a task or activity, the more skilled you become), Honesty is the best policy, meaning (being truthful and transparent is often the most trustworthy approach to life), and so on.

A proverb denotes a short saying that expresses a general truth or piece of advice, often based on traditional wisdom or experience. Proverbs are often metaphorical and can be culturally specific (Al-Mutalab, 2019). Examples include: A bird in the hand is worth more than two in the bush, meaning (it is better to made do or appreciate the little one has than to crave for bigger things that may be unattainable), When elephants fight, it's the grass that suffers meaning (when powerful people or groups conflict, it's the ordinary people who often suffer the most), A single thread cannot make a cloth, meaning (unity and cooperation are necessary to achieve a collective goal), The lizard that wants to fly must first learn to climb, meaning (one must start with the basics before attempting something more challenging), A tree does not make a forest, meaning (one person or thing is not enough to make a community or a whole). Other examples are: When a blind person carries a lame person, both can walk, meaning (when people work together, they can overcome their individual limitations), No matter how long the night, the day will break, meaning (difficult times will eventually pass, and better times will come), If you want to go fast, go alone but if you want to go far, go together, meaning (while individual effort can be quick, collective effort can lead to greater success).

On the other hand, slang is a colloquial language that is frequently spoken in informal settings, usually within particular communities or groups. Words, phrases, or expressions that do not belong to the mainstream language can be considered slang. Wahala no dey end, which means that there will always be difficulties, is one example. Break a leg, which translates as "good luck," legitimate, meaning (true or accurate), Omo, which means "child" or "young person," is frequently used by friends or coworkers to show affection or familiarity. Buga, which means "to celebrate or party," is frequently used to characterize someone who is enjoying themselves. The term "gist" refers to news, rumors, or intriguing information.

Synergy Between Adage, Proverb and Slang in the Workplace Communication Process

Adages and proverbs are frequently used to impart knowledge or counsel, but slang is more often employed to spice up language or make it more humorous. In addition to adages and proverbs, slang is commonly used by young Nigerians and has found its way into adult and Nigerian worker communication for several reasons. Proverbs appear to impart wisdom because they assist people in rephrasing life's challenges while slang is frequently employed to help trivialize serious issues and make it easier for workers to achieve life satisfaction even in the face of unpleasant situations (Erika, F., et al, 2003). Conversely, proverbs serve as positive reframes, which are fundamental cognitive techniques that assist people in overcoming obstacles in life.

Proverbs have profound symbolic meaning and are woven into Nigerian workers' everyday struggles and occupations. 'As a guide to life's issues, a proverb describes a situation, passes a judgment, or provides a plan of

action,' claims Taylor (1996). It serves as a guide while making decisions and as solace in trying times. It conveys a morality appropriate for the average person. For instance, proverbs like "Lala to roke, ile lonbo-"what goes up will come down," have made Nigerian workers believe that nothing lasts forever. Another one is 'a ko ri eleyi ri, a fi deru ba oloro ni,' which means that "no situation is ever unprecedented" and that "whatever happens to a man has happened to someone before".

In contrast, Nigerian slang has evolved through Nigerian English history and is widely used by people from all areas of life. It has special qualities and purposes of its own. It is a form of sociolect and a byproduct of Nigerian society and culture (Ojiakor and Chidinma Ibe, 2024). Additionally, it has helped Nigerian workers deal with life's issues, especially those that pertain to their jobs. Slang is more typically spoken than written and is used to identify with group behavior in casual settings. For example, the expression 'Wahala no dey finish' (trouble never finishes) emphasizes the idea that there is no ultimate state of "no problems" or a Utopian condition, and that learning to cope with adversities is an ongoing process in life. Therefore, this slang has been used to adapt to challenging situations that arise from time to time, making the employee mentally prepared for additional challenges both psychologically and mentally, believing that the problem and challenging situation are continuous in life, consequently creating a sense of life satisfaction in any situation. This slang phrase prevents the worker from experiencing worry or sadness and makes them mentally prepared to handle the circumstance by changing perspective.

Benefits of Adage, Proverb and Slang in the Workplace Communication Process

When combined, proverbs and slangs can offer a well-rounded viewpoint on the challenges and difficulties of life. As previously mentioned, using slang in speech can enhance communication by adding flavor and originality, fostering interpersonal connections and relationships. For example, Ehondor (2017) claimed that people can cultivate a development mindset and adjust to novel circumstances by adopting the wisdom of adages and proverbs, which will increase their level of life satisfaction. In addition to helping people internalize their wisdom and cultivate a growth mentality in daily talks, adages can offer a solid foundation for wisdom and direction. According to Oduaruan and Oduaran (2006), slang be utilized to communicate feelings and experiences in a genuine and accessible way, which facilitates interpersonal connections and relationship building. For instance, when facing a challenge, someone might say "When life gives you lemons, make lemonade" (proverb) and then "Let's flex and find a solution" (slang). To cultivate gratitude, someone might repeat the adage "I am counting my blessings". By combining the wisdom of adages and proverbs with the creativity of slang, individuals can develop a powerful toolkit for adaptation and life satisfaction.

For adaptation, adages like "Adapt or perish" or "Change is the only constant" can be used to encourage flexibility and resilience. Proverbs like "A river that forgets its source will dry up" or "The bamboo that bends is stronger than the oak that resists" teach wisdom about embracing change and finding strength in flexibility. As in the above, for life satisfaction, adages like "Happiness is a journey, not a destination" or "The greatest wealth is health" emphasise the importance of prioritising well-being and finding joy in the present moment. Proverbs like "A bird in hand is worth many in the bush" or "The grass is always greener where you water it" offer wisdom on appreciating what you have and nurturing your relationships and possessions. Similar to this, slang phrases like "Good vibes only" and "Living my best life" can encourage people to think positively and feel fulfilled. People can create a distinctive outlook on life, come up with creative solutions to problems, gain a deep and complex understanding of life, and develop the abilities and mindset required to prosper in a constantly shifting environment by fusing the ideas of slang with the wisdom of proverbs and adages.

Language Dimensions in adaptation and life satisfaction among Nigerian workers

According to Adeyemi and Farayola (2014), contemplating one's life holistically is an essential component of life satisfaction. This means considering if they are meeting their goals, outperforming people around them, and feeling fulfilled in overall, rather than just temporarily happy. Due to language's continued function as a mirror and a mold of our mental states, it has enabled us to adapt to challenging situations and achieve life pleasure. According to Mieder, "We use proverbs in our speech to support our arguments, make generalizations, persuade or control others, justify our failings, challenge specific behavioral patterns, parody social evils, and make fun of absurd circumstances" (1993: 11) because it is empirical fact based upon and derived from people's

experiences, human relationship and interaction with nature (BERYL EHONDOR, 2017). Thus, language is important in everyday activities that include social and functional relationships. It serves a variety of purposes, such as diplomatic relations, social engagement, business transactions, and the delivery of instruction (Olanrewaju, 2018). Its application has made it possible to adjust to a quickly changing environment and promote favorable results. Adaptability is however "an individual's ability, skill, disposition, willingness, and/or motivation to change or fit different task, social, or environmental features," (Zhou and Lin, 2016). This description highlights how adaptability is a complex concept that encompasses a range of individual characteristics and abilities. One important source of mental resources is thought to be adaptability. According to Zhou and Lin (2016), people with high levels of adaptation can reserve more psychological resources and can therefore be more satisfied with their lives.

People need to be able to adapt in a variety of areas to deal with changing conditions. These include behavioral adaptability, which deals with the capacity to change actions and behaviors in response to novel circumstances; emotional adaptability, which deals with the management and regulation of emotions during times of change; psychological adaptability, which includes preserving a resilient and optimistic mindset; and cognitive adaptability, which involves flexible thinking and problem-solving abilities (Zhou & Lin, 2016). Adaptability is regarded as a critical precondition for life happiness from the standpoint of resources. While Mackey et al. (2013) stressed the importance of flexibility in career development and its beneficial effects on general well-being, Wang et al. (2011) underlined how adaptability helps people manage transitions and challenges efficiently, leading to increased life satisfaction.

STATEMENT OF THE PROBLEM

It is becoming more widely acknowledged that the capacity to adapt and use language effectively is essential for improving workers' life satisfaction in today's ever-changing workplace (Çarkıt, 2024; Robert, 2018; Wilkins et al., 2014; Zhou & Lin, 2016). However, despite the increasing amount of research on life satisfaction, there is still a great deal to learn about the precise ways that language use and adaptability strategies contribute to this result, and the ways that language use affects workers' life satisfaction have not been fully investigated. Likewise, the ability to adapt is crucial for managing the pressures of contemporary professional life. Numerous benefits, such as enhanced mental health, better job performance, and increased general well-being, have been associated with adaptability (Wilkins et al., 2014; Zhou & Lin, 2016). However, little is known about the relationship between adaptability and life satisfaction, especially when it comes to tertiary institution employees.

This study therefore explores the influence of language-use and adaptability on life satisfaction among public servants in Nigeria and provides answers to the following research questions:

- Will there be a significant relationship between language-use, adaptability techniques and life satisfaction among workers of Rufus Giwa polytechnic, Owo in Ondo State, Nigeria?
- Will there be an independent and joint influence of language-use and adaptability techniques on life satisfaction among workers of Rufus Giwa Polytechnic, Owo, Ondo state, Nigeria?
- Will workers of Rufus Giwa Polytechnic significantly agree to the use of language in achieving life satisfaction?

THEORETICAL FRAMEWORK

Developed by Savickas and Porfeli (2012), Career Construction Theory (CCT) offers a thorough framework for comprehending how people build their careers through the dynamic interaction of contextual and personal issues. This idea highlights the importance of professional flexibility, which includes four essential components: confidence, curiosity, control, and concern. These factors are critical for successfully managing transitions and career advancement (Hartung & Savickas, 2023; Savickas & Porfeli, 2012); language proficiency and flexibility are essential elements in this paradigm. Language use has a big impact on how people express their professional objectives, effectively convey their demands at work, and participate in self-reflection and story-building. Clear

expression of goals and difficulties is made possible by effective communication, which improves alignment with professional goals.

The Career Adapt-Abilities Scale (CAAS) measures adaptability skills, which are essential for handling obstacles and changes in one's professional path. These abilities allow people to prepare for and anticipate future career-related events (concern), exercise control over their career choices (control), investigate different career options and possibilities (curiosity), and remain confident in their capacity to accomplish their career objectives (confidence) (Hartung & Savickas, 2023; Savickas & Porfeli, 2012).

Effective communication (language use) and flexibility abilities can have a substantial impact on workers' life happiness. These elements are essential for helping employees better handle the demands, difficulties, changes, and uncertainties of their jobs, which eventually results in increased job satisfaction and general well-being (Hartung & Savickas, 2023; Yang et al., 2023). Effective communication of expectations and feedback by employees promotes a more encouraging and adaptable workplace. Their sense of involvement and belonging at work is subsequently improved, which leads to a higher level of life satisfaction.

Adaptability skills are equally crucial since they give employees the tools they need to manage and succeed in the face of obstacles and changes in their career trajectories. These abilities include the ability to foresee future events about their profession (worry), exercise control over career decisions (control), investigate other job options and possibilities (curiosity), and remain confident in their ability to accomplish career goals (confidence). Strongly adaptable workers are more equipped to deal with changes with resilience and optimism, such as promotions, job changes, or changes in job responsibilities.

In summary, Career Construction Theory emphasizes how crucial language use and flexibility are in determining career paths and raising employee life satisfaction. People can better manage their professional pathways, overcome obstacles at work, and strike a more satisfying work-life balance by cultivating these abilities.

METHODS

Design and Participants

The population for this study are workers of Rufus Giwa Polytechnic (RUGIPO) (formerly Ondo State Polytechnic), Owo, Ondo State, Nigeria, while One hundred and forty-eight workers were selected across different units/departments in the institution- Rectory, Bursary, Registry, and departments in the different faculties of the institution. The gender distributions of the respondents were males with 65.5%, while 34.5% were females. The age categorization of the respondents indicated that 2% of them were between 26 and 36 years, 50% aged within the range of 37 and 47 years, while 48% of them aged 48 years and above. Nearly all the respondents (91.2%) were Christians by religious practice, 6.1% of them were Muslims, while 2.7% belonged to other religious sects. In respect to the respondents' marital status, there were 4.1% of them were single, 92.6% were married, while 3.4% of them were widowed and employment category indicated that 31.1% of them were non-teaching staff, while 68.9% were academic staff. The details relating to the respondent's employment level had shown that 10.1% of them were junior staff, while 89.9% of them were senior staff.

For the respondents' length of service, 10.8% of them started job in the institution in less than 4 years from now, 24.3% of them had been an employee in institution between 5 and 10 years, and 33.8% of them had spent between 11 and 16 years, while 31.1% of them had been working in the institution for 17 years and above. The last reported bio-socio demographic information of the respondents was their employment status, indicating a limited number of them (1.4%) were on part-time employment, while 98.6% of them were full time staff.

Measures

Language-Use

The language-use scale was developed by the researcher(s) selected from the adages, proverbs and slangs enumerated in the narrative to measure the use of proverbs and slang words among RUGIPO workers. The scale

comprises of ten (10) items. The proverbs were constructed in the language of the people alongside the English version of each item. Slang words used were the common Nigeria slang words which mostly were in pidgin. The scale was however measured using 5-Likert scoring from Strongly Agree to strongly disagree and it has a reliability cronbach alpha of .61 tested with 55 students from Rufus Giwa Polytechnic, Ondo State.

Adaptation Ability

Adaptability in this study is the ability to adapt to the changing situation. Adaptability is measured by an adaptive scale based on the Adaptability aspects according to Senge's (2006) theory, namely the identification of individual competencies, adaptation strategies, and adaptation priorities. The 9 items statement items on the Adaptation Ability scale were tested on 55 students of Rufus Giwa Polytechnic, Owo, Ondo state. The scale measures across anxiety adaptability, adaptation to life and financial stress and hopefulness (Positivity to life). The scale has a cronbach reliability of .60 which includes items such as 'I feel defeated when I have to struggle to meet my financial needs'

Life Satisfaction

This was adapted from the Satisfaction with life scale (SWLS) developed by Ed Diener. While the researcher developed additional 5 items to the scale, leading to a total of 10 items. The scale was measured with responses ranging from extremely satisfied to extremely dissatisfied to indicate agreement with each item and includes items such as 'If I could live my life over, I will change almost nothing'. The scale has a cronbach alpha reliability of .90 using 55 students of RUGIPO for the Pilot study.

Procedure

Considering the spread of the samples for this study, online google form was the method of data collection for this study with 148 workers of Rufus Giwa Polytechnic, Owo, Ondo State, Nigeria adopted for this study though there was no sample size and sample techniques used. Workers who were willing to fill the online questionnaire were the only participants used in this study. However, because of the newly developed scale used for the study, pilot study was carried out to test for both the reliability and validity of the scales. The pilot study stage was carried out using 55 students of Rufus Giwa Polytechnic through accidental sampling technique selected from the department of social development of the institution. After the paper collection of the questionnaire at the pilot stage and the reliability values was derived, the researcher(s) hence proceeded to the online collection of data where links to the questionnaire were simply sent to the staff's various online platforms domiciled in the institution, namely Academic Staff Union of Polytechnic, RUGIPO Chapter, Senior Staff Association of Nigeria Polytechnics (SSANIP), RUGIPO and Non-Academic Staff Union (NASU), RUGIPO Chapter platforms.

RESULTS

Hypothesis 1: Language-use and adaptability techniques will have a significant relationship with life satisfaction among Workers of Rufus Giwa Polytechnic, Owo in Ondo State, Nigeria.

Table 1: Correlation Matrix Showing the Relationships among the Study Variables "personal factors, language-use, adaptability techniques and life satisfaction"

Factors	1	2	3	4	5	6	7	8	9	10	11	12	13
1. Gender	1												
2. Age	-.41**	1											
3. Religious Affiliation	-.14	.13	1										
4. Marital Status	.12	-.12	.01	1									

5. Employment Category	-.25**	-.16	.05	-.12	1								
6. Level	-.28**	.29**	.10	-.17*	.16*	1							
7. Length of Service	-.30**	.51**	.18*	-.10	-.13	.45**	1						
8. Employment Status	.09	.10	.03	-.00	-.08	.35**	.10	1					
9. Language Use	.07	-.09	.08	.03	-.10	-.10	.06	.06	1				
10. Adaptation to Anxiety	.35**	-.02	.06	-.10	-.01	-.10	-.11	.07	-.02	1			
11. Adaptation to Life and Financial Stress	.14	.03	-.27**	-.14	-.16*	-.10	-.14	.05	-.06	.35**	1		
12. Hopefulness (Positivity to life)	.27**	-.22**	-.39**	-.02	-.14	-.30**	-.43**	-.08	-.25**	.08	.40**	1	
13. Life Satisfaction	-.13	.07	-.16	-.05	-.07	-.03	.03	-.12	-.14	-.09	.48**	.34**	1
Mean	-	-	-	-	-	-	-	-	42.72	6.16	16.27	6.69	42.34
SD	-	-	-	-	-	-	-	-	3.22	1.99	2.83	1.86	11.51

Note: ** $p < 0.01$, * $p < 0.05$, $N = 148$; Gender was coded: Male=1, Female=2; etc.

The result in Table 1 in respect to the tested personal factors had revealed that gender did not have any relationship with life satisfaction [$r(146) = -.13$, $p > .05$]. This implies that being male or female does not have any affiliation with individual contentment with life events. Age also did not significantly relate with life satisfaction [$r(146) = .07$, $p > .05$]. This indicates that being old or young is an individual is connected with individual contentment with life events. Religious Affiliation [$r(146) = -.16$, $p > .05$], marital status [$r(146) = -.05$, $p > .05$], employment category [$r(148) = -.07$, $p > .05$], employment level [$r(146) = -.03$, $p > .05$], length of service [$r(146) = .03$, $p > .05$], and employment status [$r(146) = -.12$, $p > .05$], does not have any significant relationship with life satisfaction among Rufus Giwa Polytechnic staff. This implies that individual choice of religious affiliation, marital status, employment status among other personal factors does not have any affiliate with individual contentment with life events.

In respect of the tested psychological factors, it was reported that language-use does not have any significant relationship with life satisfaction [$r(146) = -.14$, $p > .05$]. This showed that the way in which individual adopts language (adages, proverbs and slangs to communicate or express themselves does not align with their felt contentment with life events. In the case of relationship between adaptability techniques, it was observed that adaptation to anxiety does not have any significant relationship with life satisfaction [$r(146) = -.09$, $p > .05$]. This indicates that ability to cope with and manage feelings of worry, or fear in a healthy way had no connection with individuals felt contentment with life events.

On the contrary, adaptation to life stress and financial stress does have a significantly relationship with life satisfaction [$r(146) = .48$, $p < .01$]. This indicates that individuals' ability to handle life challenges and perceived financial difficulties associate with their felt contentment with life events. Similarly, hopefulness "positivity towards life" had a significant positive relationship with life satisfaction [$r(146) = .34$, $p < .01$]. This implies

that individual having a positive outlook on life, thus feeling optimistic about the future affiliates with their felt contentment with life events.

Hypothesis 2: Language-uses and adaptability techniques will have both independent and joint influence on life satisfaction among Workers of Rufus Giwa Polytechnic, Owo.

Table 2: Multiple Regression analysis showing language-uses and adaptability techniques predicting life satisfaction among Rufus Giwa Polytechnics, Owo Staff.

Criterion Variable	Predictors	$us\beta$	Stand. Error	$s\beta$	T	Sig	R	R ²	Df	F
Life Satisfaction							.58	.34	4,143	18.16**
	Language Use	-.30	.25	-.08	-1.19	.235				
	Adaptation to Anxiety	-1.63	.42	-.28	-3.87**	.000				
	Adaptation to life and financial stress	2.13	.32	.52	6.59**	.000				
	Hopefulness (Positivity to life)	.85	.48	.14	1.79	.075				

Note: ** $p < 0.01$, $N = 148$; $us\beta$ = Unstandardized Beta; $s\beta$ = Standardized Beta

The result of the multiple regression analysis revealed that language-uses did not significantly predict life satisfaction ($us\beta = -.30$, $s\beta = -.08$, $t = -1.19$, $p > .05$), however, the t-value revealed there was a negative relationship between language-use and life satisfaction of Rufus Giwa Polytechnic workers. This means that even though, the way in which individual adopts language (adages, proverbs and slangs) to communicate or express themselves does not predict their felt contentment with life events, the t-value shows that the more slangs and proverbs are used, the lesser their life satisfaction while the lesser these languages are use, the more the satisfaction to life they have.

In the test for the predictive influence of adaptability techniques; it was observed that adaptation to anxiety significantly predict life satisfaction ($us\beta = -1.63$, $s\beta = -.28$, $t = -3.87$, $p < .01$), this means that individuals' ability to cope with and manage feelings of worry, or fear in a healthy way determines their felt contentment with life events.

The more the adaptation to anxiety, the lower the life satisfaction. The test for the predictive influence of adaptation to life and financial stress on life satisfaction was significant ($us\beta = 2.13$, $s\beta = .52$, $t = 6.59$, $p < .01$). This implies that that individuals' ability to handle life challenges and perceived financial difficulties determines their felt contentment with life events.

On the contrary, hopefulness "positivity to life" had shown not to significantly predict life satisfaction among Staff of Rufus Giwa Polytechnic ($us\beta = .85$, $s\beta = .14$, $t = 1.79$, $p > .05$), this ascertained that individual having a positive outlook on life, thus feeling optimistic about the future does not determine their felt contentment with life events.

Furthermore, it was revealed in these result that the tested factors "language-uses and adaptability techniques" significantly jointly predicts life satisfaction among Rufus Giwa Polytechnic staff, and these tested factors had contributed 34% variation ($R^2 = 0.34$; $F = 18.16$, $p < .01$) to changes observed in life satisfaction among the workers of the institution. This implies that there are other variables which contribute to life satisfaction than those considered in this study.

Hypothesis 3: Workers of Rufus Giwa Polytechnic will significantly agree to the use of language in achieving life satisfaction?

Table 3: Frequency Distribution showing Responses on Language-use

Items	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
When life become unbearable, there are proverbs that usually elevate me	38 (25.7%)	97 (65.5%)	13 (8.8%)	0 (0%)	0 (0%)
Proverbial Words/Statement are true to difficult situation	35 (23.6%)	98 (66.2%)	11 (7.4%)	0 (0%)	4 (2-7%)
Lala to roke nbo nile (Whatever goes up, will come down)	77 (52.0%)	61 (41.2%)	3 (2.0%)	3 (2.0%)	4 (2.7%)
slangy words are funny yet true to life situation	26 (17.6%)	111(75.0%)	8 (5.4%)	3 (2.0%)	0 (0%)
Wahala no dey finish	51 (34.5%)	80 (54.1%)	12 (8.1%)	5 (3.4%)	0 (0%)
Whatever you are facing, eat first	68 (45.9%)	63 (42.6%)	8 (5.4%)	9 (6.1%)	0 (0%)
A ko ri eleyi ri, a fi deru ba oloro ni (Nothing new except with the intention of scaring the victim)	85 (57.4%)	60 (40.5%)	3 (2.0%)	0 (0%)	0 (0%)
This life no balance at all	83 (56.1%)	60 (40.5%)	5 (3.4%)	0 (0%)	0 (0%)
Always guiding, so nothing go shock you	27 (18.2%)	92 (62.2%)	19(12.8 %)	10 (6.8%)	0 (0%)
Eni ija o ba lo pe ra e lokunrin	89 (60.1%)	53 (35.8%)	2 (1.4%)	4 (2.7%)	0 (0%)

Table 3 revealed that 97(65.5%) of the respondents agreed that when life becomes unbearable, words of proverbs has been helpful in elevating their moods and make difficult situation more adaptable, with 98 (66.2%) of the opinion that proverbial are actually true to difficult situation. In the same direction, 111(75.0%) agreed that even though slang words may sound funny, they are always true to difficult problems and useful in reducing the weight of the bad situation with 80 (54.1%) respondents agreeing and 51(34.5) strongly agreed that slangs words like ‘wahala no dey finish’ are helpful in psychological adaptability of having life satisfaction. The hypothesis is therefore accepted.

LIMITATIONS OF THE STUDY AND DIRECTION FOR FUTURE STUDIES

This study does not go without its limitations. The sample population for this study was drawn from a state government owned institution and the satisfaction with life of workers from private and federal government-owned tertiary institution might be quite different from workers of the polytechnic. Also, the total number of participants for this study can be said to be low, with fewer representatives from the non-academic staff of the institution; therefore, caution should be taken in generalizing the findings of this study. In addition, the study was conducted within a short period, and life satisfaction can be changing in nature as factors and the

environment are not static. The study therefore suggested that further studies use a longitudinal design approach to provide a stronger inference of influential relationships, especially language use on life satisfaction, because words can change; slang is a temporal word explaining current conditions, therefore it is important to ascertain language usage in several conditions among the public workers. Further studies should also examine the various other individual variables on life satisfaction among workers in different sectors and the developmental trajectory of adaptability, knowing that adaptability might change with the changing environment and economic situations of the country.

CONCLUSION

Findings of this study have established that there is a relationship between hopefulness (positivity to life), adaptation to life, and financial stress, while adaptation to anxiety has a relationship with life satisfaction. In addition to this, it has been revealed that adaptation to life and financial stress positively predicts life satisfaction, while language use and adaptability have a joint influence on life satisfaction. There is therefore a need for positive psychology to strengthen workers' positive emotions and improve their ego-resilience ability, as it helps workers to adapt to changing situations in their workplace, particularly knowing that "human wants are unlimited" and as workers, we never get satisfied. This serves as a reminder that issues never go away. The current state of the economy has caused financial anxiety, so institutions of higher learning must offer financial education that includes the knowledge and skills needed to help workers overcome their financial worries and improve their financial management abilities.

Additionally, the organization should implement interventions that could contribute to the exploration of ways to improve the well-being of its employees, thereby lowering their anxiety levels and improving their outlook on life and such an intervention should help employees learn how to solve issues and promote the use of positive language, which will ultimately help reframe challenging circumstances, use the right language to describe the unfavorable situation, and comprehend their reality to be inspired and motivated to change by developing the necessary capacity process for life satisfaction.

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