

# Relationship between Partner Violence, Post-Traumatic Stress Disorder and Job Performance among Female Lecturers of State-Owned Tertiary Institutions in Niger State, Nigeria

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## ABSTRACT

Partner violence (PV) is globally recognised as a social and public menace concern, with a wide range of mental health and social consequence such as post-traumatic stress disorder (PTSD) for women, impairing their functioning at home and work. The study aims to investigate the relationship between partner violence, post-traumatic stress disorder and job performance among female lecturers in state-owned tertiary institutions in Niger State, Nigeria. The study is guided by a research question: What is the relationship between partner violence and the job performance of female lecturers at tertiary institutions in Niger State? An objective: Relationship between partner violence and job performance of female lecturers at tertiary institutions in Niger State. A correlational research design was adopted. A population of 272 female lecturers was drawn from ten (10) state-owned tertiary institutions, and a sample size of 152 female lecturers was determined using Research Advisor 2006. A multistage sampling technique was used. Three instruments, titled Partner Violence Assessment Scale Instrument (PVASI), Female Lecturer's Post-Traumatic Stress Disorder Instrument (FLPTSDI), and Female Lecturers' Job Performance Inventory Assessment Scale Instrument (FLJPIASI), were validated for content validity by experts in the Faculty of Education and Extension Services, Usmanu Danfodiyo University, Sokoto. The split-half reliability method was adopted using the Spearman–Brown prophecy formula. The reliability for PVASI is 0.83, for FLPTSDI is 0.86, and for FLJPIASI is 0.93, and all are considered acceptable. The data was collected using a research-administered instrument. The null hypotheses were analysed using the Pearson Product-Moment Correlation Coefficient at 0.05 level of significance. The findings of the study revealed that exposure to PV significantly predicts the development of PTSD symptoms among female lecturers, with consequent adverse effects on their job performance. The study, therefore, concludes that partner violence PV and PTSD constitute significant psychosocial stressors that not only compromise the mental health of affected female lecturers but also diminish their effectiveness and productivity within the academic work environment. The study recommended, among other measures, that administrators and managers of tertiary institutions establish a functional institutional guidance and counselling centre and institutionalise a secure digital mental health platform to provide trauma-informed counselling services and therapeutic coping mechanisms for female lecturers.

**Keywords:** Partner Violence, Post-Traumatic Stress Disorder, Job Performance and Tertiary Institutions

## INTRODUCTION

Partner Violence (PV) has long been recognised as one of the most severe and pervasive forms of violence against women, with psychological and mental health consequences that significantly affect women's well-being and the quality of life they live (Dickson et al., 2020). Partner Violence is defined as a systematic pattern of violence, aggression, or abuse perpetrated by one partner against another within a romantic relationship. It occurs across various relationship contexts, including marriage, cohabitation, and both formal and informal partners, such as dating relationships, according to the Centres for Disease Control and Prevention (CDC) (2023). Ezenwoko et al. (2023) viewed Partner Violence as any behaviour within an intimate relationship that causes physical, sexual, or psychological harm, including acts of physical aggression, sexual coercion, psychological abuse, and controlling behaviours between former or current intimate partners.

According to the World Health Organisation (WHO), at least one in every three women in the world is subjected to sexual, emotional or physical violence by an intimate partner (WHO, 2022). The prevalence of PV among women in sub-Saharan Africa (SSA) remains unacceptably high, with a lifetime prevalence of approximately 33% (WHO, 2022). Previous studies from Nigeria have shown the prevalence of PV to range from 31 to 61% for psychological /emotional violence, 20 to 31% for sexual violence, and 7 to 31% for physical violence, with an estimated prevalence of PV higher than the global estimated prevalence of 27% (Benebo et al., 2018). In assertion, Partner Violence is recognised globally as a social and public health concern, with a wide range of health and social consequence for women including suicide, anxiety, depression, post-traumatic stress disorder, substance abuse, low self-esteem, fear, self-worthlessness and other psychosocial factors that affects the well-being and the quality of life of women, (Izugbara *et al.* (2020), World Health Organisation (WHO) (2022).

Post-traumatic stress disorder (PTSD) is a major psychological consequence of PV, often mistaken for severe emotional stress. Characterised by persistent distress, cognitive impairment, and emotional dysregulation, PTSD arises from exposure to or witnessing traumatic events, such as chronic abuse in an intimate relationship, sexual assault, serious injury, or bullying, leading to enduring disruptions in psychological and cognitive functioning. American Psychiatric Association (APA), (2022); World Health Organisation (WHO), (2023). PTSD symptoms are categorised into four types: Intrusive-distressing, involuntary memories, dreams, or flashbacks of a traumatic event; Avoidance of the traumatic event, people, places, activities, and objects; alterations in cognition and mood: persistent difficulty recalling the traumatic event, pervasive and emotional detachment. Alterations in arousal and reactivity: reckless behaviour, hypervigilance, impaired concentration, and sleep disturbances such as insomnia (Cleveland Clinic, 2023: 4; Mayo Clinic, 2024; 2: Taylor-Desir, 2022). Individuals experiencing PTSD often misinterpret their condition as severe depression or emotional stress due to overlapping symptomatology, which leads to impaired functioning at home and work.

Job performance is defined as the measurable outcomes achieved in relation to specific job functions within a stipulated period (Yasa et al., cited in Tashliyev & Tirtoprojo, 2023). It reflects the extent to which employees fulfil assigned responsibilities and is pivotal to institutional effectiveness, progress, and stability. In tertiary institutions, lecturers' job performance encompasses teaching, research, supervision, mentoring, and community service.

PV and PTSD are significant psychosocial factors associated with diminished job performance, reflected in absenteeism, presenteeism, avoidance, reduced creativity, and decreased professional engagement (Peter, 2025). Female lecturers in state-owned tertiary institutions may be particularly susceptible due to systemic challenges, including inadequate funding, infrastructural deficits, and socio-cultural expectations that intensify occupational stress. Despite the gravity of these concerns, empirical research on PV and PTSD as correlates of job performance among female lecturers, particularly in Niger State, remains scarce. Available empirical reports are media-documented publications based on the prevalence of partner and gender-based cases and government initiatives to curb gender-based violence in Minna, through the State Ministry of Women Affairs, to address all forms of sexual exploitation and other harmful traditional practices occurring in workplaces, families, and communities (Otuchikere, 2021 & 2024; Nnadozie, 2024; Unaeze, 2024). This document demonstrates that PV cuts across all social and economic strata, underscoring its widespread and indiscriminate impact, particularly on female lecturers in tertiary institutions of Niger State. The study tends to investigate the relationship between PV, PTSD, and job performance among female lecturers in state-owned tertiary institutions in Niger State. With the intention of providing evidence to inform institutional policies and targeted psychosocial interventions that enhance well-being, productivity, and retention.

This study is anchored in two theoretical frameworks, Social Learning Theory (SLT) and Cognitive Behavioural Theory (CBT).

Social Learning Theory (SLT), proposed by Albert Bandura, is grounded on the premise that behaviour is acquired and modified within a social context through interaction with others. Core Assumptions: that behaviour is learned through observation, imitation, and modelling of others; learning can occur without direct reinforcement but through vicarious experiences; cognitive processes such as attention, retention, reproduction, and motivation mediate learning, and individuals are more likely to adopt behaviours that are socially rewarded or go unpunished. The basic principles of SLT state that observational learning is central to behavioural

acquisition. Reinforcement and punishment influence the likelihood of behavioural imitation. Learning involves reciprocal interaction between personal factors, behaviour, and the environment (reciprocal determinism).

Cognitive Behavioural Theory (CBT), developed in the 1960s by Aaron Beck, is grounded in a psychotherapeutic framework that emphasises the interconnection between thoughts, emotions, and behaviours. CBT is a form of talk therapy that employs cognitive and behavioural techniques. The Core Assumptions of CBT: Psychological distress leads to maladaptive or distorted patterns of thinking; Individuals' interpretations of events, rather than the events themselves, determine their emotional and behavioural reactions. Thoughts, emotions, and behaviours are interconnected and mutually influential, which can impair an individual's functionality. The Basic Principles posit that dysfunctional thoughts can be identified and evaluated. Maladaptive cognitions can be challenged and restructured into more rational and adaptive forms; Cognitive restructuring facilitates emotional regulation and behavioural change, and the development of adaptive coping strategies promotes improved psychological functioning and well-being.

Relevant empirical literature was reviewed. Eloh and Akindutire (2020) examined domestic violence and post-traumatic stress disorder (PTSD) among women in Ekiti State, Nigeria, using a descriptive survey design with a multistage sample of 2,100 participants. Data were analysed using descriptive statistics and Pearson's Product-Moment Correlation at the 0.05 significance level. The findings indicated a significant relationship between physical, sexual, and psychological violence and PTSD. Although the study shares conceptual relevance with the present research, particularly regarding partner violence and PTSD, it differs slightly in design and scope. Moreover, it did not adequately integrate relevant psychological theories or provide a detailed analysis of PTSD symptom clusters, gaps which the current study seeks to address.

Nishat *et al.* (2023) investigated the patterns, prevalence, and risk factors of intimate partner violence (IPV) and their association with mental health problems among female adolescents in the Khulna district of Bangladesh. Employing a cross-sectional correlational design, the study sampled 304 female adolescents from Dumuria Upazila who married during the COVID-19 pandemic before the age of 18. Data were analysed using Pearson's Product-Moment correlation, hierarchical regression, and stepwise regression. The findings revealed a high prevalence of IPV and significant associations between IPV, identified risk factors, and mental health outcomes, including emotional stress and anxiety among married female adolescents.

Alothman *et al.* (2024) examined risk factors associated with intimate partner violence (IPV) against Jordanian married women from a social-ecological perspective, aiming to elucidate the multilevel influences underlying IPV and to determine the relationships between relevant independent and dependent variables. Adopting a quantitative design, the study utilised descriptive statistics and chi-square and logistic regression were employed. The findings indicated significant associations between socio-ecological factors and IPV, demonstrating that victimisation occurs across individual, familial, community, and societal levels. In particular, patriarchal norms embedded within family and societal structures were identified as salient contributors to IPV in the Jordanian context. However, individual demographic factors, such as wives' education, employment status, age at marriage, and childhood exposure to family violence, did not significantly predict IPV.

Ojeahere *et al.* (2022) investigated the prevalence, forms, and mental health implications of intimate partner violence (IPV) among Nigerian couples during the COVID-19 lockdown. Using a cross-sectional design, 474 participants from 31 states were recruited through snowball sampling, and data were collected via a semi-structured online questionnaire administered through WhatsApp. Descriptive statistics and logistic regression analyses were employed at a significance level of  $p \leq .05$ . Findings revealed an overall IPV prevalence of emotional violence being the most prevalent form both before and during the lockdown, with adverse mental health effects, including hopelessness, irritability, feelings of failure, and persistent strain, which were significantly associated with IPV. Moreover, the reviewed study did not explicitly examine the relational link between IPV and occupational and post-traumatic stress disorder outcomes, a gap the current study seeks to address.

## Statement of the Problem

In Nigeria, the persistent economic hardship has heightened tensions within intimate relationships. Financial strain, unemployment, and difficulties in meeting household expectations have intensified stress, frustration,

suspicion, poor communication, and unresolved conflicts, which, when unaddressed, may escalate into various forms of violence among married and cohabiting partners. It has been observed that female lecturers exposed to PV exhibit PTSD symptoms, including intrusive, avoidance behaviours, irritability, emotional dysregulation, memory difficulties, impaired concentration, and heightened physiological tension. These psychosocial disruptions undermine coping capacity and contribute to reduced enthusiasm, diminished focus, presenteeism, constrained creativity, and increased absenteeism. In state-owned tertiary institutions in Niger State, such effects are further exacerbated by inadequate infrastructure, low remuneration, excessive workloads, and limited institutional support for professional effectiveness. Despite these realities, there remains a notable dearth of empirical research on PV, PTSD and job performance among female lecturers in Niger State. This paucity of localised research highlights a significant gap in scholarly and policy-relevant knowledge on the phenomenon. Therefore, this study investigates the relationship between PV, PTSD and job performance of female lecturers in State-Owned tertiary institutions in Niger State. The findings will provide insights for educational administrators, policymakers, and counsellors to develop targeted interventions that reduce stress, promote mental well-being, and improve the professional outcomes of female academics.

### **Research Question:**

The following research questions were developed to guide the study.

1. What is the relationship between partner violence and the job performance of female lecturers at tertiary institutions in Niger State?
2. What is the relationship between post-traumatic stress disorder and the job performance of female lecturers at tertiary institutions in Niger State?

### **Objective of the Study**

The objective of this study was to find out the:

1. Relationship between partner violence and job performance of female lecturers at tertiary institutions in Niger State.
2. Relationship between post-traumatic stress disorder and job performance of female lecturers at tertiary institutions in Niger State.

### **Null Hypotheses**

In line with the objective, the following null hypotheses were formulated and tested at 0.05 significance level.

1. There is no significant relationship between partner violence and job performance of female lecturers at tertiary institutions in Niger State.
2. There is no significant relationship between post-traumatic stress disorder and the job performance of female lecturers of tertiary institutions in Niger State.

## **METHODOLOGY**

The study intends to investigate the relationship between partner violence, post-traumatic stress disorder and job performance among female lecturers in state-owned tertiary institutions in Niger State, Nigeria. This study adopted a correlational research design. A population of 272 female lecturers were selected from 10 state-owned tertiary institutions, while 152 female lecturers were obtained using the Research Advisor's (2006) table of sample size. Multistage sampling techniques were adopted across clusters of state-owned tertiary institutions in the three senatorial districts of Niger State. A proportionate sampling technique was adopted to select the sample size across institutions. A simple random sampling technique was used to select participants, ensuring an equal opportunity of inclusion. Primary data were collected using three instruments: the Partner Violence Assessment Scale Instrument (PVASI), the Female Lecturers' Post-Traumatic Stress Disorder Instrument (FLPTSDI), and

the Female Lecturers' Job Performance Inventory Assessment Scale Instrument (FLJPIASI). Each instrument comprised three sections. Section A elicited respondents' demographic information, including age, marital status, religious affiliation, and educational attainment. Section B consisted of ten (10) items each measuring partner violence, post-traumatic stress disorder, and job performance among female lecturers, rated on a four-point Likert scale of Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD).

The instruments were assessed for structure, objectives, and language clarity by experts in the Faculty of Education and Extension Services at Usmanu Danfodiyo University, Sokoto State, for content validity. Reliability was established using the split-half reliability method following a pilot test conducted with 30 female lecturers at the School of Nursing and Midwifery, Kontagora, Niger State. Internal consistency was determined using the Spearman–Brown prophecy formula (Hair *et al.*, 2022), yielding reliability coefficients of 0.83 for PVASI, 0.86 for FLPTSDI, and 0.93 for FLJPIASI, indicating a high reliability of the instrument. Ethical standards were strictly observed throughout the research process. The instruments were subsequently administered to the sampled population, and the data collected were analysed using inferential statistics.

## Presentation of Results and Analysis

The data collected was analysed using the Statistical Package for the Social Sciences (SPSS) version 20.0. The null hypotheses were analysed using the inferential statistical test of Pearson Product-Moment Correlation Coefficient (*r*) at 0.05 significance level.

## Hypotheses Testing

**H<sub>01</sub>:** There is no significant relationship between partner violence and the job performance of female lecturers at tertiary institutions in Niger State.

Table 1: Relationship between Partner Violence and Job Performance of Female Lecturers at Tertiary Institutions in Niger State.

| Variables                          | N   | Mean  | SD    | df  | r-    | P-    | Decision                 |
|------------------------------------|-----|-------|-------|-----|-------|-------|--------------------------|
| Female Lecturers' Partner Violence | 152 | 27.83 | 10.05 |     |       |       |                          |
|                                    |     |       |       | 150 | 0.757 | 0.000 | H <sub>01</sub> Rejected |
| Lecturer Job Performance           | 152 | 28.18 | 10.62 |     |       |       |                          |

Source: Field Work (2025)

Level of Significance  $\alpha \leq 0.05$

The results in Table 4 present the relationship between partner violence and the job performance of female lecturers in tertiary institutions in Niger State. The calculated correlation coefficient (*r* 0.757; *p* 0.000 < 0.05). The result shows a significantly negative relationship between partner violence and job performance. Based on this finding, the research hypothesis is therefore rejected. This finding suggests that experiences of partner violence significantly affect the job performance of female lecturers.

**H<sub>02</sub>:** There is no significant relationship between post-traumatic stress disorder and job performance of female lecturers at tertiary institutions in Niger State.

Table 2: Relationship between Post-Traumatic Stress Disorder and Job Performance of Female Lecturers of Tertiary Institutions in Niger State.

| Variables                                        | N   | Mean  | Std.  | df | r- | P- | Decision |
|--------------------------------------------------|-----|-------|-------|----|----|----|----------|
| Female Lecturers' Post-Traumatic Stress Disorder | 152 | 28.19 | 10.11 |    |    |    |          |

|                          |     |       |       |     |       |       |                          |
|--------------------------|-----|-------|-------|-----|-------|-------|--------------------------|
|                          |     |       |       | 150 | 0.878 | 0.000 | H <sub>02</sub> Rejected |
| Lecturer Job Performance | 152 | 28.18 | 10.62 |     |       |       |                          |

**Source:** Field Work, (2025)

Level of Significance  $\alpha \leq 0.05$

The result in Table 2 shows the relationship between post-traumatic stress disorder (PTSD) and the job performance of female lecturers in tertiary institutions in Niger State. The calculated correlation coefficient ( $r$ -Cal 0.878;  $p$ -value  $0.000 < 0.05$ ). The findings hinge on the result; the hypothesis is therefore rejected, indicating a potent correlation between PTSD and job performance. This result implies that PTSD has a significant influence on the job performance of female lecturers.

## Summary of Findings

Based on the results presented and analysed in this study, the major findings are summarised as follows:

The analysis on PV found a strong and significant relationship between partner violence and job performance of female lecturers in tertiary institutions in Niger State. This indicates that experiences of partner violence have a meaningful impact on how female lecturers perform their professional duties. Similarly, PTSD findings revealed a robust and significant relationship between PTSD and job performance of female lecturers in tertiary institutions in Niger State. This shows that trauma-related experiences significantly impair female lecturers' ability to perform optimally in their work roles.

## DISCUSSION OF THE FINDINGS

The findings on PV revealed a significant relationship between PV and the job performance of female lecturers in tertiary institutions in Niger State. This suggests that experiences of partner violence exert a significant influence on the professional job performance of female lecturers. This finding agrees with the study by Nishat et al. (2023), which shows that intimate partner violence had a significant relationship with mental health problems such as emotional stress and anxiety among female adolescents in Bangladesh. However, this finding also disagreed with the study by Alothman et al. (2024), which found that while socio-ecological factors such as patriarchal culture and community norms predicted IPV in Jordan, individual demographic data, including educational and work status, did not significantly determine IPV outcomes.

The study's findings on post-traumatic stress disorder (PTSD) indicate that female lecturers who experience partner violence (PV) exhibit PTSD symptoms that significantly impair their job performance. These findings are consistent with those reported by Eloh and Akindutire (2020), who found a significant relationship between domestic violence and PTSD among women in Ekiti State, Nigeria, with PTSD symptoms interfering with women's daily responsibilities and well-being. Their study supports the present finding that post-trauma undermines professional effectiveness. Aligning with the present study's emphasis on PTSD as a performance determinant.

However, this finding is discordant with Ojeahere et al. (2022), who examined IPV amid the COVID-19 lockdown in Nigeria and noted a decrease in partner violence during confinement, suggesting that PTSD symptoms were not as widespread as anticipated. This finding diverges from the current study. Thus, PTSD is an important factor that must be addressed to enhance the productivity, well-being, and professional output of female lecturers in tertiary institutions in Niger State.

Relating the findings to the theoretical framework. The findings of the study on PV revealed that there is a significant relationship between partner violence and the job performance of female lecturers in tertiary institutions in Niger State. The study findings align with the principles of Social Learning Theory, which explains behaviour primarily through environmental influences, emphasising that individuals learn actions such as partner violence through observation, imitation, and reinforcement within their social context. This means violent partners may have learned aggressive responses from family, peers, or cultural norms, making such behaviour appear acceptable or justified.

The findings on PTSD indicated a statistically significant relationship between PTSD and the job performance of female lecturers in tertiary institutions in Niger State. PTSD is a critical psychosocial condition that adversely affects cognitive and emotional functioning, thereby impairing occupational effectiveness. This finding is explicable within the framework of Cognitive Behavioural Theory (CBT) developed by Aaron Beck, which posits that trauma-related experiences, such as partner violence, coercive control, harassment, or emotional abuse, can engender persistent maladaptive cognitions, intrusive memories, and avoidance behaviours. These cognitive distortions undermine essential work-related capacities, including concentration, memory, decision-making, and motivation, ultimately diminishing teaching effectiveness, research productivity, and administrative performance.

## CONCLUSION

Based on the study's findings, the researcher concludes that female lecturers who have experienced partner violence are at a high risk of developing PTSD. These individuals often struggle with intrusive thoughts and avoidance behaviours, which can impair their effectiveness in teaching and research. As a result, they may face increased absenteeism, reduced classroom engagement, and an overall decline in productivity. To effectively address PTSD, it is essential to implement individual interventions, such as therapy and counselling, alongside institutional policies that create safe reporting channels and provide psychosocial support systems for affected female lecturers.

## RECOMMENDATION

In view of the findings of the study, the following recommendations were made:

1. Tertiary institution administrators should establish a functioning guidance and counselling centre with designated units to address gender-based violence, providing female lecturers with a confidential environment, discreet reporting, professional counselling, and referrals to medical, legal, and psychosocial support services.
2. Tertiary institution administrators, in collaboration with the guidance and counselling unit, should implement a secure digital mental health platform for trauma-informed counselling. Confidential access for therapeutic interventions for female lecturers affected by PV, PTSD, or other psychosocial stressors can reduce stigma, enhance well-being, strengthen coping, and promote sustained work engagement and productivity.

## Ethical Considerations and Approval

Before the commencement of the study, a letter of introduction was given by the Usmanu Danfodiyo, University, Sokoto. Faculty of Education and Extension Services. Permission was also sought from the management authorities of the selected tertiary institutions in Niger State before data collection commenced. The approval ensured that the research procedures complied with acceptable academic and professional ethical standards regarding human participants. Participation in the study was entirely voluntary

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