



UNIVERSITI PUTRA MALAYSIA

***PSYCHOLOGICAL EMPOWERMENT AND ENGAGEMENT IN INCOME
GENERATING ACTIVITIES AMONG RURAL WOMEN IN YOBE STATE,
NIGERIA***

ZARA MALLAM MUSA

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NIGERIA**

By

ZARA MALLAM MUSA

**Thesis Submitted to the School of Graduate Studies, Universiti Putra Malaysia, in
Fulfillment of the Requirements for the Degree of Master of Science**

November 2017

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DEDICATION

This work is dedicated to my parents who worked hard to lay the foundation of my education. My beloved children (Mohammed, Fatimah, Musa, Abubakar and Muhammad (Jnr) who stayed alone and tolerated all inconveniences during the whole period of my study.



Abstract of thesis presented to the Senate of Universiti Putra Malaysia in fulfilment
of the requirement for the degree of Master of Science

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ZARA MALLAM MUSA

November 2017

Chairman : Aminah Ahmad, PhD
Institute : Social Science Studies

Psychological empowerment in this study refers to rural women's experience of intrinsic motivation that is based on the cognitions in relation to their roles in income generating activities. There are four dimensions of psychological empowerment namely, meaningful, self-determination, competence and impact. Previous studies have shown a significant relationship between psychological empowerment and engagement. Nevertheless most of the previous literature did not consider the dimensions of psychological empowerment and engagement relationships especially in an informal setting. To bridge this gap, this study focused on examining the psychological empowerment and engagement in income generating activities among rural women in Yobe state, Nigeria.

A model was developed based on self-determination theory, conservation of resources (COR) theory and previous studies. The objectives of this study are to examine the levels of psychological empowerment and engagement in income generating activities as well as to determine the extent to which psychological empowerment (meaningfulness, self-determination, competence, and impact) predicts engagement. In addition, the study also examined the moderating effect of family life stage on the relationship between psychological empowerment and engagement.

A sample of 262 rural women were surveyed. Simple random sampling technique was used to select the sample consisting of participants of income generating activities in Damaturu, Yobe state, Nigeria. Data were gathered using of structured questionnaire adapted from previous studies. Both descriptive and inferential

statistical analyses were conducted using SPSS (version 22.0) while Structural Equation Modeling (SEM-AMOS) was used to determine the moderating effect of family life stage on the relationship of psychological empowerment and engagement.

The result from the descriptive analysis show that the rural women experience moderate level of psychological empowerment and high level of engagement in income generating activities. Additionally, the results from SEM indicates a significant contribution (42%) of psychological empowerment to engagement, and family life stage moderates the relationship between psychological empowerment and engagement. moreover, the result from SEM indicate that the standardized path coefficient were consistent with the hypothesis indicating a significant contribution of psychological empowerment to engagement based on the goodness-of-fit indices.

Based on the results the researcher therefore concludes that all the four dimensions of psychological empowerment namely, meaningfulness, self-determination, competence and impact significantly contribute to rural women engagement in income generating activities, and family life stage moderates the relationship between psychological empowerment and engagement. The results support the use of self-determination theory and conservation of resources theory as theoretical foundation for the research model. Family life stage interacts with psychological empowerment to influence engagement. Thus, the results implies that the government should focus on the four dimensions so that women will be psychologically empowered and hence will be more engaged in their income generating activities. The Ministry of Women Affairs in charge of the program should enhance its policies on providing a child care support center for those with children and a flexible time for their involvement in income generating activities.

Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia sebagai memenuhi keperluan untuk ijazah Master Sains

**PEMERKASAAN PSIKOLOGI DAN PENGLIBATAN DALAM ACTIVITI
MENJANA PENDAPATAN DALAM KALANGAN WANITA LUAR
BANDAR DI NEGERI YOBE, NIGERIA**

Oleh

ZARA MALLAM MUSA

November 2017

Pengerusi : Aminah Ahmad, PhD
Institut : Pengajian Sains Sosial

Pemeriksaan psikologi dalam kajian ini merujuk kepada motivasi intrinsik pengalaman wanita luar bandar berdasarkan kognisi dan peranan mereka dalam aktiviti menjana pendapatan. Pemeriksaan psikologi boleh dibahagikan kepada empat dimensi iaitu; kefahaman; penentuan diri; kecekapan dan impak. Kajian lepas menunjukkan terdapat hubungan signifikan di antara pemeriksaan psikologi dengan penglibatan untuk menjana pendapatan. Walau bagaimanapun, kajian lepas masih tidak mempertimbangkan hubungan di antara dimensi pemeriksaan psikologi dengan penglibatan menjana pendapatan di kawasan luar bandar. Oleh itu, kajian ini memberi tumpuan dan merapatkan jurang kajian berkenaan perkaitan di antara pemeriksaan psikologi dan penglibatan dalam aktiviti menjana pendapatan dalam kalangan wanita luar bandar di negeri Yobe, Nigeria.

Satu model telah dibangunkan berdasarkan teori penentuan diri, teori pemuliharaan sumber dan kajian lepas. Objektif kajian ini adalah untuk mengkaji tahap pemeriksaan psikologi dan penglibatan dalam aktiviti penjaan pendapatan serta menentukan sejauh mana pemeriksaan psikologi (kefahaman, penentuan diri, kecekapan, dan impak) meramal penglibatan. Selain itu, kajian ini juga mengkaji impak moderator (tahap kehidupan keluarga) di antara hubungan pemeriksaan psikologi dengan penglibatan.

Kajian ini melibatkan seramai 262 wanita luar bandar. Teknik persampelan rawak telah digunakan untuk memilih sampel yang terdiri daripada peserta aktiviti penjaan pendapatan di Damaturu, negeri Yobe, Nigeria. Borang soal selidik digunakan untuk mengumpul data. Analisis statistik deskriptif dan inferensial

dijalankan dengan menggunakan SPSS (versi 22.0) manakala Model Persamaan Struktur (*Structural Equation Modeling*) - AMOS digunakan untuk menentukan kesan moderator (tahap kehidupan keluarga) diantara hubungan pemeraksanaan psikologi dengan penglibatan wanita.

Hasil analisis deskriptif menunjukkan bahawa wanita di luar bandar mengalami tahap pemeraksanaan psikologi yang sederhana dan tahap penglibatan yang tinggi dalam aktiviti penjaan pendapatan. Selain itu, hasil daripada analisis SEM menunjukkan terdapat hubungan sumbangan signifikan (42%) di antara pemeraksanaan psikologi dengan penglibatan, dan terdapat kesan moderator (tahap kehidupan keluarga) di antara hubungan pemeraksanaan psikologi dengan penglibatan wanita. Selain itu, hasil dari SEM menunjukkan bahawa pekali jalan piawai selaras dengan hipotesis kajian yang menunjukkan sumbangan signifikan di antara pemeraksanaan psikologi dengan penglibatan wanita berdasarkan indeks kebaikan yang sesuai.

Berdasarkan hasil kajian ini, penyelidik menyimpulkan bahawa empat dimensi pemeraksanaan psikologi, iaitu, kefahaman, penentuan diri, kecekapan dan Impak menyumbang secara signifikan kepada penglibatan wanita luar bandar dalam aktiviti menjana pendapatan dan terdapat kesan moderator (tahap kehidupan keluarga) di antara hubungan pemeraksanaan psikologi dengan penglibatan wanita. Hasil kajian ini juga menyokong penggunaan teori penentuan diri dan teori pemuliharaan sumber terhadap model penyelidikan. Tahap kehidupan keluarga berinteraksi dengan pemeraksanaan psikologi untuk mempengaruhi penglibatan wanita, dan hasil kajian ini menyarankan agar kerajaan menumpukan perhatian terhadap empat bidang, supaya dapat memperkasakan wanita secara psikologi dan penglibatan dalam kegiatan penjaan pendapatan. Kementerian Hal Ehwal Wanita perlu bertanggungjawab dan menggubal dasar serta menyediakan pusat sokongan penjagaan kanak-kanak dan masa yang fleksibel untuk melibatkan wanita dalam aktiviti penjaan pendapatan.

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I certify that a Thesis Examination Committee has met on 29 November 2017 to conduct the final examination of Zara Malam Musa on her thesis entitled "Psychological Empowerment and Engagement in Income Generating Activities among Rural Women in Yobe State, Nigeria" in accordance with the Universities and University Colleges Act 1971 and the Constitution of the Universiti Putra Malaysia [P.U.(A) 106] 15 March 1998. The Committee recommends that the student be awarded the Master of Science.

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LIST OF ABBREVIATIONS

FAO	Food agriculture organization
IFAD	International fund for agricultural development
IFPRI	International food policy research institute
IGAs	Income generarting activities
IMF	International monetry fund
MWA	Ministry of women affairs
NPC	National population commission
UN	United nations
UNCTAD	United nations conference on trade and development
U-WES	Utrecht-work engagement scale
WTO	World trade organization

CHAPTER 1

INTRODUCTION

This introductory section is concerned with the general background of the study. The section highlights the background of the study on psychological empowerment and engagement in income generating activities among rural women in Yobe state, problem statement, research questions and objectives of the study. In addition, the scope and limitations of the study, significance of the study, and keywords definitions used in this study were included.

1.1 Background of the study

There seems to be an increasing concern across the globe by Governmental, non-governmental organizations, and World Bank on various policies over the engagement of rural women in income generating activities so as to address rural poverty both in terms of reduction strategies as well as generally as part of the policies to promote rural advancement. Empirical studies on engagement are emerging globally, for example in North America (Bedarkar & Pandita, 2014; Wefald, Mills, Smith & Downey, 2012), Europe (Bakker & Bal, 2010; Xanthopoulou, Bakker, Heuven, Demerouti, & Schaufeli, 2008), Asia (Inoue et al., 2010; Shimazu et al., 2008), and South Africa (De Bruin, Hill, Henn & Muller, 2013). Regardless of the rapid manner in which advancement is witnessed in most developing countries, poverty still remains a predominant rural phenomenon (Gbadebo, Ademayowa, Mobolaji & Ayanyemi, 2013). In Africa and indeed in Nigeria, it was evident that poverty is rampant in rural areas than in urban areas, and women are the main victims (UNCTAD, 2011). The majority of the poor lives in rural areas, with severity of destitution far greater than in urban areas. These trends are expected to persist in the predictable future. Charity (2011) asserts that, 70% of the world's poor people lives in rural areas in developing countries. Their livelihoods usually depend either directly or indirectly on agriculture, with women providing more than 40% of the agricultural labor force. This female labor ration ranges from approximately 20% in Latin America to up to 50% in Eastern Asia and Sub-Sahara Africa including Nigeria (UNCTAD, 2011). Engagement of rural women in developmental activities is facing a serious challenge in several developing countries, for example in Tanzania ((Fakih, 2015), Iran (Nikkhah, Redzuan & Abu-Samah, 2011) and India (Fletschner & Kenney, 2014; Karci, 2015; Raipur, 2014; Reddy, 2014).

Engagement therefore entails people's involvement in decision making, implementation benefits and evaluation that can be used to explain rural development. In a study, Parvin, Rahman, and Jia (2012) revealed that small loan in the form of micro-credit for women in Bangladesh has create income earning opportunity which makes the women to engage in various income generating activities and earn more money. In a similar attempt, Siriginidi (2009) confirmed

that income is the most important element of human welfare and improved living condition. It also helps to improve people's health condition, socio-economic as well as political capability. Findings from Lee Endres, Endres, Chowdhury, and Alam (2007) have revealed that women can utilize their increased income for their medical treatment purposes, payment of children's educational institutions fees, improve the sanitation facilities, and also help to improve the diet as well as good nutritional status of the family. As the total household income of the families is improved by the help of micro-credit program and women income generating activities, so the women can also contribute for improving the housing facilities and consumption pattern that is the overall livelihood status (Onyishi, 2014).

Therefore, the capacities of IGAs on alleviating poverty cannot be overemphasized as it serves as a tool for empowerment among rural women community in Yobe state. In terms of economic growth, the program serves as an avenue and plays a vital role in income generation and engagement in non-farm activities, trade and other micro economic activities. Also the capacity to generate employment opportunities actually reduces rural-urban migration and allows even development in the state. Moreover, it enhances better utilization of resources by providing considerably low capital outlay for poor rural women to increase in income for their needs as well as taking care of the family as a whole. This will consequently reduce grassroots poverty and enhances productivity as the intention of policy makers is that rural infrastructure if adequately provided, can enhance the quality of rural life (Zanna, 2015). Most of these programs seeks for the engagement of women in rural development.

The Nigerian women constitute 60-70 percent (80.2 million) of rural workforce (UNICEF 2013). The majority have lesser opportunity to engage in household as well as socio-economic decision processes they lack basic necessities of living including food, education, clothing, housing, and health (Abramsky et al., 2011). Previous studies have pointed towards government negligence of rural areas in developing countries and especially in Nigeria. For example (Ekpenyong, Akpan, Ibu & Nyebuk, 2012) postulates that rural areas in Nigeria are the most neglected in terms of government's developmental policies despite the fact that rural areas serve as the most populated. However, the rural areas remain unattractive for living as a result of the absence of infrastructural development such as portable drinking water, road networks and electricity that will improve the quality of people's lives (Akpan & Akpan, 2012). It is imperative to consider income as an important dimension of livelihood, thus the upliftment of the living standard of the poor rural women could only be achieved when they earn from their income generating activities (Adams et al., 2013).

There is need for the engagement of rural women to contribute to the development process, though they are constrained by powerlessness. Woman's powerlessness varies, the common factors are; they are obliged by their reproductive responsibilities, societal norms, beliefs, customs and values (Kabeer, Sudarshan & Milward, 2013). These problems are formed by male dominated social structure

(patriarchy), high rate of poverty among women, and sex division of labor (Charity, 2011). However, aiming at the involvement of rural women as a group needs an investigation of gender relations, that is the manner in which power relations between the sexes are constructed and preserved (Aleke, Egwu & Patricia 2015).

Nigeria is a patriarchal society where men have ultimate authority over material resources such as land and cash crops, and over the labor of women and other household members. The unequal burden of domestic maintenance, childcare responsibilities, and male dominance promotes patriarchal ideology of submission, sacrifice, obedience and silent suffering undermining the determination for the women in asserting themselves to demand for their rights and shares of the resources (Charity, 2011). Thus rural women engagement in income generating activities (IGAs) is believed to bridge the existing inequality in both rural and urban areas significantly (Fakih, 2015). Hence, rural advancement experts are commended to raise the empowerment level of the women so as to challenge their oppressive condition in the family and in the society at large. In 2004 the Nigerian government, presented a policy program aiming to alleviate poverty as National Economic Empowerment Development Strategy (NEEDS), State Economic Empowerment Development Strategy (SEEDS) and Local Economic Empowerment Development Strategy (LEEDS) operated by the federal, state and local governments respectively. The vision of this package is to empower women politically, economically, psychologically and educationally. These strategies include widening women's access to education, their engagement in income generating activities (Umoru, 2013). This policy provided an affirmative action to increase 35 percent of women's representation in the legislative and the executive arms of government. The National Women Development Centre is also a parastatal to the Federal Ministry of Women Affairs which is in charge of research studies on matters that concerns women (Goyette, 2016). This effort of the federal government policy was extended to the states (Yobe state, my study area inclusive) and local government areas.

The capacities of IGAs on alleviating poverty are enormous for it serves as an instrument for psychological empowerment that leads to engagement among rural women community in Yobe state Ministry of Women Affairs, (2016). In terms of economic growth, the program serves as an avenue and plays a vital role in engagement in income generation and participation in economic activities such as non-farm activities (e.g. Sewing, local detergent making, body lotion making, knitting and poultry keeping), trade and other economic activities. Also the capacity to generate employment opportunities actually reduces rural-urban migration and allows even development in the state. Furthermore, it increases better utilization of resources by providing substantially low capital outlay for poor rural women to increase in income for their needs as well as taking care of the family as a whole. This will consequently reduce grassroots poverty and enhances productivity as the intention of policy makers is that rural infrastructure if adequately provided, can enhance the quality of rural life (Charity, 2011). While the strategies of the policy are to achieve integrated and even development on a sustainable basis, to empower rural women through the development of productive engagement, enhancing their income, ensuring protection of the environment, promoting gender responsiveness and

ensuring adequate care for vulnerable groups especially women (Chukwuemeka, 2013).

However, a study conducted by Ahmed and Toufique, (2015) reveal that, although Bangladeshi rural women having lower socioeconomic status, but income generating programs provide them with loans to manage small financial activities which help them to generate income and contribute to their family wellbeing. Income generating activity in rural advancement is an approach which aimed at involving rural women of poor communities to engage in the process of building their life. The government at the local level assist these rural women towards improving their living standards, and this can be achieved through income generating strategies acknowledged by members of the community (Lund, 2010). Consequently, sustainability and effectiveness of their engagement depends on the level of their psychological empowerment initiatives that enables them to get access to income generation, build assets, as well as creating opportunities for poor rural women to plan for their future (Emerole, Nwosu & Olojoded, 2008).

Hence, this research aimed at determining the psychological empowerment and engagement process of rural women towards the achievement of income and changes in their standard of living which brought about self-control, skills and experience over the available resources which as well serves as a tool for achieving rural development in Nigeria. In addition the current study intends to see the moderating effect of family life stage on the relationship between psychological empowerment and engagement in IGAs.

1.2 Problem of Statement

The extent of poverty is a serious challenge to mankind under the economic changing situation globally .Numerous programs have been established to tackle this problem, thus, engagement of rural women in IGAs (where different skills were taught to rural women) stands out as one of the most effective program needed to provide additional benefits that includes contributing towards the reduction of poverty as well as improving the wellbeing of the communities (Mehra, 1997). In order to harmonize the full advantage of poverty eradication Osagie (2005) claimed that there is need for both formal and informal financial institutions to cooperate with one another as partners in developing countries. The Federal Government of Nigeria (FGN) through Ministry of Women Affairs youths and Social Development planned and implement programs designed at satisfying its vision which is to build upon a society free of gender discrimination, equal access to welfare and creation of opportunities, developed cultural practices that can protect women and children and focus attention on both public and private sectors on issues that can promote full engagement of women and youth in national development. In order to provide for the needs of these IGAs, various formal and informal programs has been established by successive governments in Nigeria. Consequently, the majority of the rural women have lesser opportunity to engage in the household as well as socioeconomic

and political decision processes in the community. Furthermore, they lack basic necessities of living including food, education, clothing, housing, and health.

Therefore IGAs leads to empowerment opportunities there by creating opportunity for self-employment and raising the standard of living. Unfortunately, the engagement in the program by the target rural women has become a problem, and engagement in IGAs initiatives can only be successful if this rural women are psychologically empowered. Thus, engagement in IGAs is a key instrument that aimed at alleviating poverty. Moreover, previous studies on rural women empowerment shows that the availability of income for women is very essential precondition for the elimination of poverty and the upholding of human rights Moser (2005) especially at the individual level, so as to help her build a base for social change. It is imperative to consider income as an important dimension of livelihood. The upliftment of the living standard of the rural poor would only be achieved when they receive income from the economic activities (Mazumder, Ahmed, Murad, & Al-Amin, 2011). Income generating activities (IGAs) change the livelihood of the poor in terms of living condition, housing, nutrition, savings, dress, medical treatment, health, sanitation, liberalization and education (Ahsan Ullah & Routray, 2007). The main idea behind engagement in IGAs is to empower the rural women through acquisition of skills and financial arrangement designed to help them transform their psychological, social and economic, conditions (Fawole, Awolude, Adeniji, & Onafowokan, 2010). As pointed out by Kabeer (2003) the amount of capital assets of rural women in combination with socio-economic structures and institutions determines the available set of livelihood strategies that will lead to certain outcomes like higher income and well-being. It is expected that the engagement of rural women in IGAs will contribute in enabling households to cope with income shocks, to ensure food security, to avoid an increase in poverty or to prevent vulnerable households from falling below the poverty line.

Several studies establishes the significant relationship between psychological empowerment and engagement, concentrating on the significance of engagement, and only a few concentrate on predictors of engagement (Markos et al., 2010; Spreitzer, 1995). Despite the fact that psychological empowerment is defined as a motivational concept, little research has explored its relationship with one of the main concepts in motivation research and engagement (Quiñones, Van den Broeck & De Witte, 2015; Stander & Rothmann, 2010). This research will focus on four dimensions of psychological empowerment; meaningfulness, self-determination, competence and impact as factors predicting engagement. Additionally, the presence of another variable to modify the strength of the relationships was also introduced.

Furthermore, family life stages as the third variable was studied to see to the extent to which it moderates the relationship between psychological empowerment and engagement in IGAs among rural women. Researchers of family life cycle asserts that families experience similar events, crisis and accomplishment of developmental tasks at different stages which affects the demands at work as well as family roles (Erickson, Martinengo, and Hill, 2010a). Moreover, there are limited research that

focused on the moderating effect of family life stage on the relationship between psychological factors and engagement. Either family life stage could modify the effect of meaningfulness, self-determination, competence or impact on engagement is uncertain especially in Nigerian context. Thus this research introduces the moderating role of family life stage in the relationship of meaningfulness, self-determination, competence, impact and engagement. Additionally, the role of family life stage as a moderator in the relationships of psychological empowerment (meaningfulness, self-determination, competence and impact) on engagement has not been studied.

As motivational and engagement research literature acknowledge the fact that a gap exists in the body of knowledge, most of the studies were conducted in a formal setting (Çağlar, 2012; Schaufeli, Salanova, Gon Alez-ro & Bakker, 2002; Xanthopoulou et al., 2008; Zhang & Bartol, 2010). There is still lack of studies in engagement literature in an informal setting, as such, a call for research on studying engagement on the basis of its dimensions vigor, dedication and absorption by Kompaso and Sridevi, (2010) is timely as this research bridges this gap. Thus, psychological empowerment happens as a result of involvement in thinking, planning, deciding, acting and evaluating (Welsh & White, 1981). However, the process of empowerment varies according to culture and society depending on the difference in terms of geographical locations.

Similarly the rationale behind every empowerment is through engagement in IGAs but engagement in any program use to be associated with some problems which in most cases hinders the smooth running of activities in such programs, this situation is the same with Nigeria. Previous studies have shown that there are problems that make the women to lose confidence and withdrew from engaging or even not to participate in IGAs at all. Improper policy framework to regulate establishments, operations and activities of the program; insufficient funding of real zonal activities can deter participation (Anyanwu, 2004). Considerable volume of researches has been conducted on rural women and their participation in IGAs but, with the assistance of micro-credit. So far, little attention has been paid on women's engagement in IGAs' through informal activities.

Despite all the effort by the government to empower rural women through IGAs, the scheme does not register the desired success because of the problems militating against it. Among other problems, engaging is considered as one of the problems as mentioned by Flin and Burns (2004) that, the effectiveness of existing community engagement activities is usually hindered by possible barriers. In a related issue in line with Okpukpara (2015) who noted that most of the identified problems associated to engagement in IGAs in Nigeria are related to government policy. To fill this gap of knowledge, this research aimed to answer and examine the meaningfulness, self-determination, competence and impact as the antecedent variables, family life stage as the moderator and engagement as the dependent variable on rural women engaging in income generating activities. Most of the previous studies were conducted in western cultures, so the applicability of self-

determination theory and conservation of resources theory to a non-western context and non-formal setting is still lacking. Theoretical frameworks and past empirical researches were consulted in choosing the variables.

1.3 Research Questions

1. What are the levels of rural women engagement in income generating activities and psychological empowerment?
2. Is there any relationship between psychological empowerment (meaningfulness, self-determination, competence and impact) and engagement of rural women in income generating activities in Yobe State?
3. What is the effect of Psychological empowerment on engagement among rural women in income generating activities?
4. Does life-stage moderate the relationship between Psychological empowerment and Engagement of rural women in income generating activities?

1.4 Objectives of the Study

The main objective of this study is to determine the psychological empowerment and engagement in income generating activities (IGAs) among rural women in Yobe state, Nigeria. While the specific objectives are:

1. To identify the level of psychological empowerment (meaningfulness, self-determination, competence and impact) and engagement of rural in IGAs
2. To determine the relationship between psychological empowerment and engagement of rural women in IGAs
3. To determine the effect of psychological empowerment on engagement among rural women in IGAs
4. To determine the moderating effect of family life-stage on the relationship between psychological empowerment of rural women and engagement in IGA.

Thus the research hypotheses are:

H1a: There is no significant relationship between meaningfulness (a dimension of psychological empowerment) and engagement in IGAs among rural women

H1b: There is no significant relationship between self-determination (a dimension of psychological empowerment) and engagement

H1c: There is no significant relationship between competence (a dimension of psychological empowerment) and engagement

H1d: There is no significant relationship between impact (a dimension of psychological empowerment) and engagement

H2 The relationship between psychological empowerment and engagement is not stronger among women without youngest child aged four or less than among women with youngest child age four or less.

H2a: Family life stage does not moderates the relationship between meaningfulness and engagement in IGAs among rural women without children of 4 years or less

H2b: Family life stage does not moderates the relationship between self-determination and engagement in IGAs among rural women without youngest children of 4 years or less.

H2c: Family life stage does not moderates the relationship between competence and engagement in IGAs among rural women without youngest children of 4 years or less.

H2d: Family life stage does not moderates the relationship between impact and engagement in IGAs among rural women without youngest children of 4 years or less.

1.5 Significance of the study

To theory

Theoretically, this study contributes to work engagement literature through the introduction of a model using the self-determination theory (Deci & Ryan, 1985) and conservation of resource (COR) theory (Hobfoll, 1989) to explain the predictors and moderator of engagement. The study investigate the application of these theories to engagement in IGAs which is a non-formal as well as non-Western context. As recommended by previous studies to replicate using other samples of workers so as to validate the family life stage findings, as well as generalizability (Erickson, Martinengo, & Hill, 2010; Trout, 2012), this research respond to this call by selecting rural women participant of IGAs in Yobe state, Nigeria were limited studies were recorded especially in African context. Secondly, this study focused on the effect of family life stage on engagement of rural women in IGAs as a response to the call of its generalizability by previous study.

According to self-determination theory, rural women experience an internally motivational behavior therefore they become self- integrated, experiencing meaning and impact as well as self-determination and competence or an external motivational behavior that was controlled such as the anticipation of some reward to enhance their engagement toward the income generating activities. In conservation of resources theory the availability of resources to this rural women especially in terms of flexibility of time as well as the provision of a daycare center (for rural women with

a child of 4 years or less) will boost their energy towards engaging in their income activities.

To Practice

The Federal Government of Nigeria's creation of Ministry of Women Affairs and the encouragement of women to engage in IGAs are considered steps in the right direction, in order to harmonize the full advantage of engaging in IGAs. Okudola and Sofolahan, (2002) claimed that both informal and formal sectors needs to cooperate with one another as partners in developing countries. However, most of these efforts as encouraging as they may be, do not seem to be addressing the issue of women involvement faced in rural areas in the country every day (Okere & Sam, 2015).

Most of the studies were carried out in a formal setting (Çağlar, 2012; Zhang & Bartol, 2010). Engagement of women in IGAs (where different skills were taught to women) stands out as one of the most effective program needed to provide additional benefits through trainings so that they become self-reliant. Despite all efforts by the government, the extent to which rural women engagement in IGAs is a serious challenge. It is therefore hoped that findings from this research will help in understanding the factors associated with rural women lack of engagement in IGAs.

This study introduces meaningfulness, self-determination, competence, and impact as dimensions of psychological empowerment in studying rural women engagement while most of the studies have not, especially in an informal setting. Although previous studies finds that there is significant effect of meaningfulness, self-determination, competence, and impact on engagement, this study explores these argument in order to understand engagement in IGAs of rural women as an informal setting and in a non-western context, perhaps due to the family structure (higher divorce rate then the west) and bigger family size (in terms of number of children) which reduces the time and energy for women to engage in economic activities (Ajuwon & Brown, 2012). The results from this study may be useful to the Ministry of Women Affairs by considering the relationships between psychological empowerment antecedents that contributes to engagement of rural women in IGAs.

1.6 Scope and Limitations

The study focused on the engagement in income generating activities among rural women in Yobe state, Nigeria. Furthermore, the study is limited to examining the concept of engagement in an informal setting as mostly previous studies were done in a work context.

Results from this study should therefore be evaluated within the context of its limitations. This study is limited to investigating engagement in IGAs among rural women organized under the Ministry of Women Affairs Damaturu Yobe state. The sample for the study is the rural women participants of the IGAs organized at the ministry of women affairs premises, a small department, as such generalizability of the result from the study to other ministries is not applicable.

Data was collected through the distribution of questionnaires by the researcher and two enumerators. Some questionnaires were discarded due to incompleteness. Measures from this study are self-reports which means the respondents filled the questionnaires themselves without the researcher's intrusion. The limitations to Self-report can be social desirability bias leading to over-reporting of physical activity which is highly a complex cognitive task. Therefore proxy reports is limited by the researchers as we have the opportunity to observe the physical activity of the respondents.

1.7 Keywords Definition

Engagement in IGAs

Conceptual

Engagement can be defined as an individual cognitive, emotional, and behavioral state directed toward desired outcomes. This definition, encompassing the behavioral, cognitive, and emotional aspects of the experience of engagement (Macey & Schneider, 2008). Engagement is an active and positive state of the mind that is characterized by vigor, dedication, and absorption, referring to high levels of energy and mental spirit, while strongly involving in one's activity and experiencing a sense of significance and passion, characterized by being fully determined and happily occupied in their activities as time passes without noticing((Akkerman & Bakker, 2011).

Operational

Engagement in income generating activities is the simultaneous service and expression of rural women preferred self in task behaviors that promote connections to the work and other personal presence (physical, cognitive, and emotional), towards the skills they are learning.

Psychological Empowerment

Conceptual

Psychological empowerment is the internal processes and psychological states of cognitive type, that change the perception of the subject concerning self, and the context in which it is (Spreitzer, 1995; Thomas & Velthouse, 1990). Moreover, psychological empowerment involves individual's beliefs about the meaning of work, the ability to successfully perform the tasks, the sense of autonomy and the capacity to influence the results of work (Spreitzer, 1995; Thomas and Velthouse, 1990).

Operational

Psychological empowerment in this study refers to rural women experience of intrinsic motivation that is based on the cognitions in relation to their roles and context through income generating activities, these intrinsic task motivation manifested in a set of four dimensions reflecting meaning, competence, self-determination, and impact.

Family Life-Stage

Conceptual

Family life stage is a multi-group variable which permits the identification of the needs of individuals who have children of certain ages and dependency based on their family life experience as they function within the larger system this shapes their attitudes and motivations towards mastering of new skills (Erickson, Martinengo, & Hill, 2010b; Moen and Sweet, 2004).

Operational

Refers to the changing demands in time and energy considerably imposed by a child during the pre-school age that determines the engagement of the rural women towards their income generating activities.

Rural Women

Is an adult female who lives in an area lacking the basic necessities of life to be able to live a decent life. Narayan, (2002) asserts that, 70% of the world's poor people lives in rural areas in developing countries. Their livelihoods usually depend either directly or indirectly on agriculture, with women providing more than 40% of the agricultural labor force. This female labor ration ranges from approximately 20% in Latin America to up to 50% in Eastern Asia and Sub-Sahara Africa including Nigeria (UNCTAD, 2011). The Nigerian women constitute 60 -70 percent (80.2 million) of rural workforce.

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