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**ASSESSING PERCEPTIONS OF MEDIA PERSONS ON STRESS RELATED
DISORDER AND INFLUENCE ON PERFORMANCE**

BY

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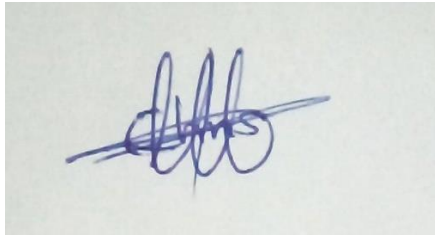
**A DISSERTATION SUBMITTED TO THE SCHOOL OF GRADUATE STUDIES
AND RESEARCH, GHANA INSTITUTE OF JOURNALISM, ACCRA, IN PARTIAL
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2021

STUDENTS DECLARATION

I declare that this thesis, with exception of references to other peoples' works which I have duly acknowledged is entirely my own original study and that it has not been partially or wholly presented by anybody for the award of M.A in Journalism or for degree elsewhere.

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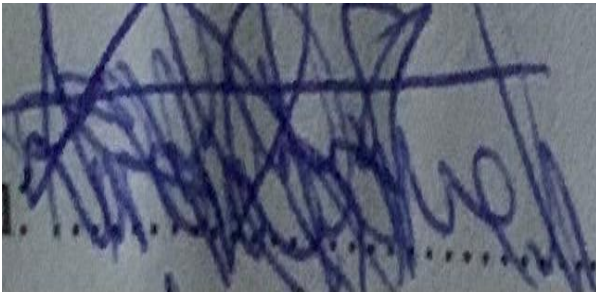
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SUPERVISOR'S DECLARATION

I hereby declare that the preparation and presentation of this research was supervised in accordance with the guidelines on supervision of dissertation laid down by Ghana Institute of Journalism.

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DEDICATION

I dedicate this work to the Lord God Almighty for being the pillar of my life. I am grateful for His Grace and Mercies throughout the journey in the University.

ACKNOWLEDGEMENT

I express my heartfelt gratitude to God throughout my education in the university. When things seem not possible God made a way, and that I greatly adore.

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ABSTRACT

Media professionals encounter pressure in line of their duties in providing exclusive broadcast and first hand information to the public. The daily professional demands from journalists intensify occupational stress and results to a rapid burn out rate. These result in harmful reaction in their exposure and the range of responsibilities carried out by journalists in attempt to manage tasks and other related pressure to their job, hence facing strain, difficulty, and anxiety. The study therefore gets journalists perceptions on how these stress related disorders influence their performance at work.

Quantitative study was designed to assess the perceptions of media persons on stress related disorders and influence on job performance. One hundred and six (106) journalists were purposively sampled from media organizations to participate in the study.

Findings from the study revealed that posttraumatic stress disorder (PTSD), Acute Stress Disorder (ASD), Adjustment Disorders (AD), Reactive attachment disorder are major types of stress disorders which are prevalent among media persons in the country. Thus the study revealed these dominant stress related disorders encountered by working population of journalists. The study revealed major causes of STRDs as violence, war, natural disasters, interactions with victims of tragedies and disasters, harassment, threats, imprisonment, and torture of journalists among others as some causes of STRDs. Also the study revealed a negative correlation between the identified stressors and job performances among journalist in the country. This means that stress related disorders among Ghanaian Journalist were found to significantly influence their performances.

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CHAPTER ONE

1.0 INTRODUCTION

The introduction of journalism has seen many people practicing it globally. Although people enter into journalism for variety of reasons known to them, the desire to write, to be known, to influence, and the desire for gaining knowledge holds the strength of some practitioners today. Journalists also classified by many as media persons work in various aspect of life, finding relevant information and presenting them to the general public. Information is considered as vital piece for people, and thus has enabled majority of the global population to rely on journalism to be informed (Robinson, 2007). Journalists worldwide play various unique roles to enable them serve the public with news and information, hence covering on issues of public interest to keep the citizenry informed, educated and entertained (Diedong, 2016). Thus, journalists serve as the eye, ears and the mouthpiece for the average person.

However, in the course of playing these unique roles, media persons come across various stress related disorders (trauma, mental health, emotional, anxiety, etc) which lead to physical and mental illness, as well as psychological distress. A study by Bhui et al (2016) indicates that journalists face trauma in their workplace as a result of exposure to a range of work and thus encountering difficulty, strain, anxiety or worry in this attempt. Again, Frank Ochberg, a founder for Dart journalism and trauma and an expert in traumatic stress also posits that journalists often encounter violence in their first reporting experiences, and thus affecting their psychological capabilities.

Also, MacDonald et al, (2017) express that journalists in the course of meeting demands for quick coverage of crises, disasters and violence for audience are prone to trauma exposure.

Thus, the process of repeated exposure to trauma by media persons results in adverse and several psychological reactions such as depression, anxiety, among others (MacDonald et al; 2017; Pyevich, Newman, & Daleiden, 2003). This present study will seek to assess the perceptions of how stress related disorder influence the performance of media persons.

1.1 BACKGROUND

“I was sent by my news editor to cover an assignment by the Ghana Armed Forces on their Land Combat fire which is done annually. The demonstration was an exhibition of combat skills by personnel in their readiness to protect Ghana’s territorial borders. I remember the use of heavy and light weapons like MG3 guns, AK47 riffles, and mortar and anti-aircraft guns by personnel of the Military, not forgetting the bombing experience which I witnessed not a long distance from where we were seated. ”

The Journalist, who has been a reporter for just two years, experienced psychological disorder, panic attacks and severe anxiety from the traumatic event she covered. Years on, the young journalist still remembers the horror scene and never hopes to cover such traumatic event in her career as journalist.

Journalists as media professionals deal with pressure in line of their duties in providing exclusive broadcast and first hand information to the public. Mostly, they compete with each other to gain audiences and the recognition from the public through the dissemination of news. Such daily professional demands from journalists intensify occupational stress and results to a rapid burn out rate (Monteiro et al, 2015). According to Bhui et al (2016: 218), work related stress is defined as a harmful reaction that people have to endure due to pressures and demands

placed on them at work. Thus, stress in workplaces come about due to the exposure of range of responsibilities carried out by journalists in attempt to manage tasks and other related pressure related to their job, hence facing strain, difficulty, and anxiety.

Furthermore, Journalists potentially cover traumatic events, and are first hand witnesses, thus events such as natural disasters, fatal accidents, earthquakes, shootings, etc. Seely (2017) posits that the nature of the journalistic job has a high risk of a potential of having post-traumatic stress disorder (PTSD), emotional distress and job burnout. It is worrying that witnessing such events by journalists may result in intrusive memories and negative mood changes (Idås et al, 2019). Thus, making them vulnerable to psychological trauma and posttraumatic stress disorder due to incidents they witness. Again, Seely (2017) citing (Simpson & Boggs, 1999; Browne et al., 2012; Feinstein, Owen & Blair, 2002) indicated that just like Police Officers, fire fighters and Soldiers, Journalists, due to the nature of their work experience high risk for PSTD, emotional stress and other trauma stressor illness. Thus, stress related disorder has dire consequences on contents, news consumers and the mental health of journalists themselves.

Nonetheless, the situation is not different from journalism in Ghana, as Seely (2017) posits that more scholarly attention has been paid to domestic reporters' experiences with trauma. A study by Kploanji et al (2020) reported that most workers are excessively stressed from work and are depressed. Thus, indicating that workload strain on employees affect their psychological health.

Therefore, the performance of journalists in Ghana would be marred if the underlying issues on stress-related disorders are not addressed urgently.

1.2 STATEMENT OF THE PROBLEM

Journalists, just like other employees in other organizations most often work under extreme pressure to meet the required expectations of their organization and the public. Mostly referred to as “interaction frontiers”, the role of the journalist is largely dominated by face to face, telephone, and internet based interactions with others” (Agyeman, 2017:9). Stress related disorders are more evident and their outcomes tend to be much more intense under research mostly in less developed economies such as Ghana (Agyeman, 2017; Ulich, 1998).

Bhui et al (2016) identified that about four hundred and forty-four thousand people in the United Kingdom complain of work-related stress, depression and anxiety that makes them ill. They reveal that work stress can lead to physical and mental illness as well as psychological distress, hence revealing a lack of consensus on conceptualizations of stress. Again, Working conditions of Journalists affect their psychological well-being and escalate potentially after covering traumatic assignments (Idås et al, 2019). The researchers in their study indicated a higher prevalence of PTSD among journalists. They revealed that media persons who covered the 2004 Asian Tsunami were at risk of developing long term impairment due to their professional role, hence the need to seriously take care of trauma assignments they cover.

Nonetheless, Monteiro et al (2015) also carried out a study positing that there is a psychological impact of reporting events that must consider the right of others (journalists), as such not underestimating the physical, emotional, and psychological risks. Hence, the researchers proposed that more knowledge on occupational stress is critical to help support services of journalists. Indeed, a number of studies have shown how journalists experience considerable levels of stress, deteriorating their life, and also encourages them to leave the profession (e.g., Monteiro et al 2015, Agyeman, 2017, Weidmann & Papsdorf, 2010).

Nonetheless, as posited by Seely (2017), he indicated that the emotional toll of reporting on violence and trauma by journalists is a “hidden injury” (pg. 4) which needs to have a mainstream discussion in the journalism profession. It is worrying to note that not much attention is paid by media institutions, universities and Polytechnics who offer journalism courses to critically train students on trauma experience. According to Weiss (2011), only 7 percent of journalism programs include trauma-related courses which are taught in some tertiary institutions. Feinstein (2015) posits that effective practice of journalism depends on healthy and strong journalists. Hence, it is important that news makers just like any other are cared for, and to have a sound psychological mind.

Nonetheless, despite all these efforts, there is no enough research which suggests that there is stress related disorders encountered by journalists. However, not much empirical attention has been given to the issue of how these stress related disorders influence the performance of the journalist. This study, therefore will attempt to fill the gap by using media persons working in Ghana who are prone to stressful events, and get their perceptions on how these stress related disorders influence their performance at work.

1.3 RESEARCH OBJECTIVES

The main objective of this study is to assess perceptions of media persons on stress related disorder and influence on performance.

Specifically, the research sought to;

- i. To identify various types of stress related disorders journalists encounter.

- ii. To examine perceived causes of stress related disorder at work by journalists.
- iii. To examine how stress related disorder influence journalists performance.

1.4 RESEARCH QUESTIONS

The study will be guided by the following research questions;

- i. What types of stress related disorders do journalists encounter?
- ii. What are the causes of stress related disorders by journalists?
- iii. How do stress related disorders influence journalists performance?

1.5 SIGNIFICANCE OF THE STUDY

The study will discuss many perceptions of media persons on stress related disorders and their influence on job performance. This will contribute to the already proliferated literature of stress related disorders encountered by journalists. The research will intend to offer empirical study on academic research and offer a connection between stressor related disorders and their impact on the performance of journalists who found themselves in the situation.

The research if established will gain enormous benefits for media practitioners, policy makers and opinion makers. Nonetheless, it will provide a clear establishment between stressor related disorders and job performance, thus, examining the causes.

Furthermore, the likeness of identifying and knowing the causes of stress related disorders will influence the journalistic job performance negatively, due to the many health risks experienced

by them. The findings from this research will add to the body of knowledge and serve as a data base upon which knowledge on the subject matter is referenced.

1.7 JUSTIFICATION OF THE STUDY

Shah et al (2020) in their study examined work-related exposure to trauma and predictors of Post-Traumatic Stress Disorder (PTSD) symptoms among regional journalists in Khyber Pakhtunkhwa province of northwest Pakistan which is a conflict ridden area. Conducting a survey study with 216 journalists, the researchers revealed that journalists were frequently exposed to trauma related events which led to psychological distress. Thus, there was high prevalence of trauma exposure and PTSD symptoms by journalists who cover traumatic inducing events.

Also, Muala (2017) in their study sought to analyze the impact of job demands and job resources on job stress among journalists in Jordan. The researchers adopted a questionnaire survey, and also used a multiple and hierarchical regression analyses to determine a positive relationship amongst emotional demands, job insecurity, and task significance on job stress. Findings of their study revealed that the organisational support moderates the relationship between task significance and job stress. Thus, journalists who are prone to trauma due to sensitive stories covered need support from managements to mitigate the high job stress and motivate them to produce quality work. Nonetheless, Ofili et al (2014) in their study assessed job satisfaction, perception of job stress and psychological morbidity among journalists in the Southern part of Nigeria. Conducting a cross-sectional study in the capital of Edo state in Nigeria, the researchers revealed that some journalists were associated with job stress and psychological.

Again, Seely (2017) in her study “Reporting on Trauma: The Psychological Effects of Covering Tragedy and Violence (Under the direction of Francesca DillmanCarpentier)” adopted a mixed method design to examine the relationship between frequency and intensity of trauma coverage traumatic stress symptoms, the relationships between trauma education and workplace resources and trauma awareness and willingness to seek support in the newsroom. The researcher adopted a survey and an in-depth interview method to generate findings for the study. Nonetheless, Bhui et al (2016) in their study conducted a qualitative interview with 51 employees from various organizations to gather data on causes of stress at work and interventions used by employees to manage stress. Thus, the researchers employed purposive sampling method to explore participants’ experiences of work stress.

In the Ghanaian context, Agyeman (2017) adopted both qualitative and quantitative study to unearth many contextual meanings, underpinning ideals, perceptions, views, and opportunity to hear and understand various concerns in his study. Thus, the researcher sought to examine how Ghanaian media practitioners' emotional labouring experiences and their likely psychological health implications. The researcher used questionnaire and a semi structured interview to gather data from media practitioners in Greater Accra, Ashanti, and the Western Region.

In short, there has been several research conducted on job stress and trauma, however no studies on perceptions of media persons on stress related disorders and its influence on performance has been explored. In Ghana, no such study has been conducted on stressor related encounters of journalists and influence on job performance. Although studies by (Shah et al 2020; Muala 2017; Ofili et al, 2014; Seely et al, 2017; Agyemang, 2017) adopted different research designs and data collection procedure to gather data from respondents, hence this current study will adopt a quantitative method with the use of a semi-structured questionnaire to gather data.

1.8 DEFINITION OF CONCEPT

Stress: Stress is defined as the body's reaction of responding to threat that causes physical, emotional or psychological strain.

Trauma: Trauma is an emotional reaction to terrible events, such as natural disasters, rape, that causes shock, flashbacks, headaches, anxiety, and nausea.

PTSD: Post traumatic stress disorder is a psychiatric disorder that occurs in people who experience terrible events such as accident, rape, threats, and injuries, among others.

Disorder: Disorders are psychological symptoms which occur in people due to distress, depression, and pains, among others.

Journalism: Journalism is a field of practice where information is gathered, created, and disseminated to individuals through the use of mass media (television, radio, newspapers, and new media).

Psychology: Psychology is the knowledge about the state of the mind and behaviour of people, leading to how individuals think, act and feel due to social, biological and environmental influence.

Central executive: It is a working memory concept by Baddeley's (1986) is thought in charge of processing routine selection, initiation, and termination. It is the working memory system's most dynamic and critical component. Again, it conducts a wide range of tasks, including processing material stored in the loop and sketchpad, focusing and switching attention between

tasks, splitting attention between many tasks, and beginning long-term memory encoding and retrieval.

1.9 ORGANIZATION OF THE STUDY

The study is organized into five chapters. The first chapter covers the introduction of the study, thus presenting the background of the study, statement of the problem, objectives and research questions, significance of the study, as well as justification of the study. Chapter two presents a review of relevant theoretical and empirical literature studies. Chapter three covers the methodology of the study. This includes research design, population, method of data collection, sampling techniques and procedures, instruments and data handling analysis as well as ethical considerations are consciously discussed. Chapter four of the study is focused on analysis and discussions of findings. Finally, Chapter five of the study will present the summary, conclusions and the recommendations for theory, policy and knowledge as well as for future research.

CHAPTER TWO

LITERATURE REVIEW

2.0 INTRODUCTION

This chapter presents a comprehensive review of theoretical, and empirical as well as conceptual framework for the study. It takes into considerations relevant materials and publications available on the subject of study. This is to ensure a thorough understanding of the

topic and be able to identify how stress related disorders influence job performance of journalists.

2.1 THEORETICAL REVIEW

Sutherland (1979:9) defines a theory as an “ordered set of assertions about a generic behavior or structure assumed to hold throughout a significant broad range of specific instances”. It guides the research by determining measurable and identifying statistical relationship. Some of the theories include

The context of this research will heavily rely on cognitive behavioral theory, attention control theory and the health belief model.

2.1. 1 Cognitive-behavioral theory

Early theories of Psychotherapists and consumers of psychotherapy Literature viewed cognitive behavior theory as providing insights into fundamental relationship between mental processes and behaviors of individuals (James, 2014). Thus, positing that cognitive behavior theory is effective in the treatment of psychological disorders such as panic disorders, depression, and anxiety, among others. According to Albert Ellis who propounded in the theory in the mid 1950, posited that, how people act and feel are as result of irrational thinking which leads them to dysfunctional ways.

According to Rice (2015) people learn through observation and imitation, as well as reward. Thus, from the theoretical standpoint, dysfunction can generally be connected back to childhood experiences, and also CBT approaches challenge and modify individuals’ cognitive process by alleviate problematic ways of living in the world. The CBT posits a “two-way relationship

between cognition and behavior in which cognitive processes can influence behavior, and behavioral change can influence cognitions” (Rice, 2015: 195).

Rice (2015) re-enforced this perspective when he argued that cognition in CBT are identified in three folds, thus “full consciousness, automatic thoughts, and schema”. First is the state of full consciousness is one of complete awareness and optimal judgment. Usual thoughts are ideas that come to us quickly in the course of our daily lives and aren't always checked for truth or rationality. Again, schemas are the basic rules or templates that process information to individuals, thus, individual’s attributes such as skills, values, abilities, how people tackle their problem, the expected behavior of people, and generalizing oneself based on present and previous experiences. According to Rice (2015) not all negative and painful emotions (fear, sadness, anger) are bad but can be proper and useful to motivate individuals to protect themselves, and take actions to claim their rights. As such, the behavioral concept of the theory elaborates how problematic it can be in understanding and dealing with difficult life encounters. Thus, an individual facing a challenge of avoiding a certain behavior will do the opposite of the action due to a disturbing thought.

The approach is used in indentifying different types of stress related disorders or anxiety in ascertaining the causes and develop appropriate intervention of the various anxieties (Kaya & Avci, 2016). Kaya et al (2016) citing Chapman et al (2006) reveal CBT is used in the generalized form for anxiety disorder, panic disorder, post-traumatic stress disorder and depression. Thus, (Kaya & Avci, 2016; Smits, 2008) also suggesting that CBT is more effective in studying anxiety disorders in adult. Again, in studying and managing anxiety levels among college students Kaya et al (2016) argue that cognitive behavioral approach, an aspect of CBT, was efficient.

2.1.2 Attention control theory.

Attention control theory was formulated by Eysenck and Calvo, (1992) who posit that there is an influence of anxiety on task performance in various fields of thoughts and interests. The approach came from the Processing Efficiency Theory (PET) by Eysenck and Calvo (1992). It presents that depression, anxiety, has greater influence on job performance. Thus, individuals who are stressed out or anxious experience decreased performance on “tasks which places high demands upon working memory” (pg. 7). According to Owens et al (2008), there are much influence of anxiety on cognitive performance due to heavier demands on “working memory processing and storage” and the function of the “central executive” (cognitive system).

Further, Williams et al (2021) describe the theory as the reduction of the processing capacity of the memory and negative effects on performance. Thus, although performance efficiency declines, performance effectiveness remains unchanged however, anxiety causes efficiency and effectiveness to deteriorate when tasks place a high demand on the working memory. The theory builds on its strengths and limitations by presenting the attention control theory which has been much influenced by theoretical ideas and empirical research (Owens et al, 2008). However, Eysenck et al (2007) reveals some similarities that both theories provide clear distinction between performance effectiveness, and processing efficiency.

Attention control theory, according to Eysenck et al (2007), is situated in the context of “anxiety and cognitive performance, thus the total effect of anxiety on attention processes are critical to knowing how anxiety influences performance. Eysenck et al (2007) citing (Blankstein, Flett, Boase, & Toner, 1990; Blankstein, Toner, & Flett, 1989; Calvo, Alamo, & Ramos, 1990; Calvo & Ramos, 1989) in their study indicated that individuals who experience high level of worries usually perform very low. The assumption considers that individuals’ anxiety increases some

threat-related stimuli, hence the person's ability to decide on how to respond in anxiety-provoking circumstances. Thus, anxiety impairs attentional control which is key to the cognitive system (Eysenck et al, 2007). Also, Guoxiao and Liwei, (2013) also posit two theoretical assumptions for the theory, thus, anxiety impairs goal-directed attentional system, and anxiety impairs efficiency of inhibition and shifting function.

A major focus of the attention control theory has been the prediction that anxiety is thought to influence performance through reducing attentional control, which is a major function of the cognitive system. According to Derakshan and Eysenck, (2009:170) the term, "attentional control" has been given various definitions in the literature, thus, making a distinction between "top-down goal driven or controlled processes and bottom-up stimulus driven processes". Thus, the theory anxiety throws off the equilibrium between these two systems by favoring stimulus-driven bottom-up processes over goal-driven top-down processes (Derakshan& Eysenck, 2009).

Nonetheless, Wong et al (2013) posited that the main principle of the attention control theory is based on the prediction that anxiety affects task performance through its negative effects on attentional control, hence should be considered as a crucial component. Thus, anxiety is experienced when an individuals' present goal is threatened. It is therefore important that individuals devote attentional resources to identifying and understanding the source of the potential threat in order to maintain goal accomplishment (Wong et al, 2013). It is also believed that anxiety can cause harm in attention control without the existence of "threat-related, task-irrelevant stimuli" (pg.7). The theory is grounded in the idea that when individuals feel threatened, continuous to direct high levels of attentional resources to a certain spot may be counterproductive (Wong et al, 2013; Eysenck et al, 2007).

2.1.3 Health Belief Model

According to Tarkang and Zotor (2015), the main assumption of the Health Belief Model (HBM) is individuals who take an action if they feel their personal health is in danger when they realize the benefits of the health promoting activity outweighs the harm and of following through with the behaviour. They explained that, according to the model, the motivation for people to take action to promote or prevent disease is based on: how strongly they believe that they were open to contracting the disease in question; whether the disease would have serious consequences on their lives if they should acquire it; the suggested health intervention is of value; whether the effectiveness of the treatment is worth the cost; which barriers people must overcome to establish and keep specific behaviours; influence by another person close by, who may have been susceptible to the same disease, signaling the need for action (Tarkang & Zotor, 2015).

Tarkang and Zotor, (2015) assert that presently, the HBM is the most frequently used theory in health education, health promotion and disease prevention. Their assertion is corroborated by Abraham (2015), who identified three broad areas the model has been applied to in order to predict health behaviours among a wide range of populations. These broad areas they identified are preventive health behaviours, which include health promoting (e.g. diet, exercise) and health-risk (e.g. smoking) behaviours as well as vaccination and contraceptive practices; sick role behaviours, particularly adherence to recommended medical regimens and thirdly, clinical use, which includes physician visits for a variety of reasons.

The model was developed in the 1950s to explain why medical screening programmes offered by the United States Public Health Service to help people diagnose and prevent diseases failed. Providing further information, Tarkang and Zotor (2015) said the model, which was propounded by psychologists Rosenstock et al (1988) was developed in response to the failure of a free tuberculosis health screening programme. The TB programme, they elaborated, provided adults with free TB screening X-rays from mobile units conveniently located in various neighbourhoods. When few adults used the free services, programme organisers began to investigate why many adults did not do so. Again, Rosenstock et al (1988), however, began to study what motivated the few who did come out and he learned that their perceived risk of disease and perceived benefits of the action were crucial factors in their motivation.

Tarkang and Zotor (2015) stated that the model had been revised in various ways over time. The original model, they said contained four psychological variables namely Perceived Susceptibility, Perceived Severity, Perceived Benefit and Perceived Barrier. Through development of the theory newer concepts, Cues to Action and Self-efficacy have been added. Self-efficacy, which is the most recent addition to the HBM was directly transferred from the work of Albert Bandura. These six variables or concepts are what the HBM is based on. They are explained in relation to this study below.

- **Perceived Susceptibility**

This first concept of the HBM explains that an individual's perception on being at risk for contracting a specific illness or health problem will cause him or her to adopt or reject a certain health behaviour (Schiavo, 2013). In essence, perceived susceptibility argues that the greater the risk, the greater the likelihood to participate in the recommended behaviors to reduce the

risk. Similarly, when the risk is less, it results in unhealthy behaviours. Applying the theory to this study, it means that journalists in the course of meeting demands for quick coverage of crises, disasters and violence for audience are prone to trauma exposure and are more likely not to report on such exposures.

On the other hand, journalists who think they are not in danger are less likely to ignore and go on with their reportage on violence, war, accidents, among others.

- **Perceived Severity**

The second concept of the HBM is perceived severity. This refers to the subjective feeling on whether the specific illness or health problem can be severe or life threatening and, therefore, worthy of one's attention (Schiavo 2013). Tarkang and Zotor (2015) state that, it is when people realize the magnitude of the negative consequences of a condition that they would take the necessary actions to avoid the negative consequences

Journalists must perceive psychological reactions such as depression, anxiety as serious and that which have severe consequences and implications on the physical and health lives of themselves before they would adopt preventive actions to reporting on trauma.

- **Perceived Benefits**

This concept holds the view that people tend to adopt healthier behaviours when they believe the new behaviour will decrease their chances of developing a disease. In other words, the person needs to believe that by taking a certain action, it will help one to avoid or prevent a problem from occurring (Tarkang & Zotor, 2015). This is to say that the benefit of recommended behaviour is looked out for in this section.

If effective intervention strategies are able to be promoted adequately by organizations to journalists, there will be prevention of depression, anxiety, among others, as well as help avert medical costs, therefore ensuring a perceived benefit.

- **Perceived Barriers**

Perceived barriers signify an individual's own evaluation of the difficulties hindering the adoption of a new behaviour. This means that for a new behaviour to be adopted, a person needs to believe its benefits outweigh the consequences of continuing the old behaviour so as to overcome the barriers (Schiavo, 2013). Perceived barriers to health actions, according to Tarkang and Zotor (2015), include phobia reactions, physical as well as psychological barriers, accessibility factors, personal characteristics, possible blocks or hindrances to engage in preventive behaviours, including such factors as cost, inconveniences and unpleasantness.

In relation to this present study, perceived barriers which include personal beliefs social, religious and cultural traits and socio-economic conditions may hamper the journalist attitude of adopting an intervention which will control his or her depression or anxiety.

- **Cues to action**

Cues to action are public or social events that can signal the importance of taking action.

Tarkang and Zotor (2015) stated alternatively that cues to action are events, people or things that move people to change their behaviour. Thus, individual feels the desire to take the necessary action after believing that one has the capacity to do so (Schiavo, 2013).

If media institutions could develop effective intervention to enable employees use to manage anxiety at work will go a long way of modifying or eliminating stress related disorders among journalists

- **Self-efficacy**

This is the belief in one's own ability to do something. According to Albert Bandura, self-efficacy represents an individual's confidence in his or ability to perform and sustain the recommended behaviour with little or no help from others. Thus, if an individual believes a new behaviour is useful, but does not think he or she is capable of doing it, the odds are that it may not be tried.

In this study, self efficacy refers to the confidence by journalists to regain a sense of balance thus, their ability to manage the internal and external post-traumatic recovery demands, hence providing a sense of control aiding anxiety management.

2.1. 4 Relevance of the theories

Cognitive behavioral theory has been successful in managing anxiety problems and has helped individuals to understand the foundation of their anxiety (Kaya et al, 2016), thus, the theory guiding the restructuring of the fundamental problem of anxiety. The theoretical underpinning of cognitive behavioral theory will help the study explore and understand how problematic stress related disorders can be. Again, it will take into cognizance by identifying the different types of stress related disorders. Thus, it will allow the researcher to gain deep insight into the causes of stress related disorders and ascertain its influence on job performance.

Again, the attention control theory attentional control theory is an approach to anxiety and cognition representing a major development of Eysenck and Calvo's (1992) processing efficiency theory (Eysenck et al, 2007). The theory highlights the theoretical assumption that anxiety impairs performance effectiveness to a lesser extent than processing efficiency. Thus, the attention control theory will help the study to examine the impact of stress related disorders on journalists' performance.

On the other hand, HBM attempts to explain health behaviors such as seeking treatment and contends that health-related behaviour is dependent on the occurrence of essential dimensions at the same time. Thus, threat perception, which is the assumption that one is susceptible or vulnerable to a serious health problem, such as reduced functioning, is sufficient to make the health worry salient or important, and the assumption that engaging in an adaptive health action, such as seeking treatment, will help to reduce the threat, less perceived costs and barriers, such as the cost/barrier of stigma (keeling et al, 2020). Hence, the theory will generally help to motivate media persons to take positive health actions that use the desire to avoid a negative health consequence on their job performance.

2.2 REVIEW OF RELATED LITERATURE

Literature review refers to the critical evaluation of published scientific (and occasionally unpublished) literature or information relevant to the issue, problem, or subject under research or investigation. In other words, literature review entails a thorough evaluation of relevant material found in scholarly articles, books, dissertations, and conference papers. These literatures are reviewed under themes

2.2.1 Stress-Related Disorders

According to Nieuwenhuijsen et al (2010) in their work “Psychosocial work environment and stress-related disorders, a systematic review”, termed stress related disorders as “when distress reaches the level of clinical relevancy” (pg. 277), and thus linking the concept to “neurasthenia”, adjustment disorders and burnout. The researchers established four levels of evidence to ascertain the relationship between psychosocial risk factors and SRDs.

The findings show that “high job demands, low job control, low co-worker support, low supervisor support, low procedural justice, low relational justice and a high effort–reward imbalance are predicted occurrence of SRDs” (Nieuwenhuijsen et al, 2010: 281). Thus, establishing evidence that there is a positive relationship between job demands and SRD in the context of job insecurity. However, the study suggested to addressing the benefits of psychosocial work environment when reducing incidence of SRDs

Song et al (2019) in their article “Stress related disorders and subsequent risk of life threatening infections: population based sibling controlled cohort study” sought to assess whether severe psychiatric reactions to trauma are associated with life risk of threatening infections. In a sibling matched cohort study, the researchers revealed the connection of stress related disorders having a risk of life threatening infections and other illness in the Swedish population. Thus, Stress related disorders are linked to all known life threatening infections, with meningitis as the highest relative risk studied. The researchers defined stress-related disorder based on visit of a “first inpatient or outpatient” (pg. 2) who was diagnosed of a stress related disorder registered in the “National Patient Register” (pg. 2). However, the study indicated that limited data was available to explore more on” psychotherapy” trauma which has been prioritized in many countries especially in Sweden. This reveal that most people with stress related disorders may

represent the population with “severe physiological deregulation” due to severe stress. Thus, people with PTSD and other stress related disorders might have an increased risk of various autoimmune diseases. Also, the researchers propose the need to explore the influence of psychotherapy and with drug treatment linked with stress related disorder and risk of severe infections. Although the stress related disorders and their subsequent risk of life threatening has been explored by the researchers, this approach will however explore how these stress related disorders influences job performance of media persons.

Nonetheless, Su et al (2021) in their study which examined stress-related disorders and the risk of kidney disease define stress-related disorders as “group of psychiatric disorders that appear as a consequence of excessive or prolonged psychological stress, such as the death of a loved one, a diagnosis of life-threatening illness, natural disasters, or violence” (pg.707). Thus, SRDs differ from other common psychiatric disorders such as anxiety or depression connected with a trauma or a stressful event witnessed. Su et al (2021) in their study applied a population based cohort design with 30, 000 patients diagnosed with SRDs. Again, the researchers in a stratified analysis revealed that SRDs can highly increase diseases and cause death particularly among individuals who develop psychological disorder due to stress. Thus, indicating that individuals with SRDs are prone to severe Kidney problems and damage, and other chronic kidney disease unknown. However, the researchers in their study were not able to ascertain the precise cause, intensity and timing of life stressors that lead to SRDs.

2.2.2 Types of Stress Related Disorders

Leigh (2017) in his article “Trauma and Stressor-Related Disorders: Acute Stress Disorder, Posttraumatic Stress Disorder” indicated the types of stress related disorders as Posttraumatic Stress Disorder (PTSD), Acute Stress Disorder (ASD), Adjustment Disorders (AD), Other

Specified Trauma- and Stressor Related Disorders, and Unspecified Trauma- and Stressor-Related disorders. The researcher revealed a presumption that people may experience strong stressor and effect based on the person's age and the type and severity of symptoms, hence classifying Reactive Attachment Disorder and Dis-inhibited Social Engagement Disorder as one in children experience. Similarly, Song et al (2019) in his article to assess the severity of psychiatric reactions to trauma and other adversities associated with risk of life threatening infections also identifies post-traumatic stress disorder (PTSD), acute stress, adjustment disorder, and other stress reaction as types of Stress related disorders.

Nonetheless, a study conducted by Virginia Commission on Youth (2017) on "Collection of Evidence-based Practices for Children and Adolescents with Mental Health Treatment Needs" also indicated the types of SRDs as PTSD, ASD, Adjustment disorder, Reactive attachment disorder (RAD) (which is only diagnosed in children), Disinhibited social engagement disorder (DSED) (diagnosed only in children), Other specified trauma- and stressor-related disorder, and Unspecified trauma- and stressor-related disorder.

The different yet similar types of Stress-related disorders have been adequately explored by researchers, the following sections below will explain the concepts (types) indicated by researchers.

- **Post Traumatic Stress Related Disorders (PTSD)**

According to Frank Ochberg (2012:1), Post Traumatic Stress Related (PTSD) is a "triad of change for the worse, lasting at least a month, occurring anytime after a genuine trauma". Thus, expressing that PTSD can be diagnosed when major events which are intense, startling, recurring constantly occurs despite several attempts to avoid the memory (Ochberg, 2012).

Leigh (2017) citing Hidalgo and Davidson (2000); Yule 2001) posited that about 8% to 9 % of a general population will have PTSD during their lifetime. He indicated that PTSD is often found among people who are victims of trauma, burn, and rape. Thus, revealing that people admitted to the intensive care unit with “acute coronary syndrome” (pg. 238) are at higher risk of developing PTSD symptoms. A classification of three classes of symptoms and signs of PTSD was shown by the researcher. Thus, “intrusion symptoms (intrusive thoughts, nightmares, and dissociative symptoms such as flashbacks), arousal symptoms (hyper vigilance, hyper arousal, and startle reactions), avoidance of situations and stimuli reminds persons of the trauma, and negative alterations in cognitions and mood associated with the traumatic event” (pg. 239). Again, hallucinations and delusions, depression, panic, substance abuse, suicidal behavior, memory impairment, and learning disability were also identified as psychiatric symptoms associated with PTSD (Leigh, 2017).

Also, Thakur et al (2016) in their study “Trauma- and Stressor-Related Disorders among Children and Adolescents” described PTSD as an exposure to overwhelming and frightening event or experience people encounter. The researchers expressed that experiencing the event directly such as car or motor accident, witnessing a violence action may take the form of trauma manifestations triggered by the events. Findings from the study revealed that of the 68 percent of children sampled from 1,420, 37 percent of children had experienced more than one traumatic event, with 13 percent developing posttraumatic symptoms and 0.5 percent meeting the criteria for PTSD. Thus, children developed PTSD as a result of the high level of “abuses” witnessed by them.

- **Reactive Attachment Disorders**

Thakur et al (2016:38) define attachment disorders as “subgroup of trauma-related disorders that describe a number of abnormal and aberrant attachment behaviors that, by definition, result from social neglect and deprivation”. The researchers showed two clinical classification or subtypes of diagnosis mostly seen in attachment as “an emotionally withdrawn/inhibited appearance and an indiscriminately social/disinhibited appearance. Thus, diagnosis of RAD requires persistent “social and emotional disturbances demonstrated by minimal social responsiveness to others, limited positive effect, or episodes of unexplained irritability, sadness, or fearfulness” (Thakur et al, 2016:39).

Nonetheless, the American Psychiatric Association (2013) on “Diagnostic and statistical manual of mental disorders” characterized RAD as a “consistent pattern of emotionally withdrawn behavior by a child towards his or her caregiver”, thus a child with reactive attachment disorder seeks comfort and rarely respond to the given comfort, hence these children become confused, sad irritated and unhygienic. They found that symptoms of RAD in children are similar to children showing signs of autism spectrum disorder.

● **Adjustment Disorders**

According to the American Psychiatric Association on “Diagnostic and statistical manual of mental disorders” (2013) defined adjustment disorders as emotional and behavioral symptoms and sign which responds to an identified stressor. Examples of stressors cited was persistent increase in pain, broken hearts/ending relationships, living in a crime prone area, and an experience of a natural disaster. Grohol (2013) as cited by Virginia Commission on Youth (2017) posit that adjustment disorders do not often respond to stressors that might be traumatic, and thus are commonly found among children and adolescents.

- **Acute Stress Disorder (ASD)**

Again, the American Psychiatric Association (2013) describes that people with acute stress disorder symptoms need a time range of four weeks before diagnosis of an experienced trauma to be reassessed. Thus, a minimum of three days is required for symptoms to PTSD to show. The report indicated that about 50 percent of people with ASD develop PTSD due to anxiety which exposes the trauma experienced. The report expressed the need to recognize acute stress symptoms in children and adolescents as the critical consideration towards preventing PTSD.

- **Other Trauma- and Stressor-Related Disorders**

There are several other trauma and stress related disorders exhibited by individuals. The American Psychiatric Association (2013:8) give examples as “adjustment-like disorders lasting which last not more than six months without prolonged duration of the stressor; adjustment-like disorder with delayed onset of symptoms that occur more than three or more months after the stressor; Ataque de nervios (attack of the nerves), a cultural syndrome among Latin Americans; Cultural syndromes; and Persistent complex bereavement characterized by severe and persistent grief and mourning reactions”.

2.2.3 Causes of Stress Related Disorders

Journalists are at risk for PTSD due to the nature of their jobs (Shah et al, 2020; Yang, 2018). Shah et al (2020) reveals that the constant exposure to events such as killings , violence, war , natural disasters, interactions with victims of tragedies and disasters have adverse psychological effect on media persons.

A study by Shah et al (2020) on “Trauma exposure and post-traumatic stress disorder among regional journalists in Pakistan” which sought to examine work-related exposure to trauma and predictors of Post-Traumatic Stress Disorder (PTSD) symptoms among regional journalists in the Khyber Pakhtunkhwa province, a conflict-ridden area in northwest Pakistan revealed that harassment, threats, imprisonment, and torture of journalists causes stress related disorders among journalists. Nonetheless, Feinstein et al, (2015) in their study also noted that torture, arrest and threats to people resulted in higher level of PTSD among journalists. Thus, journalists who covered ethnic violence during Kenyan’s election showed symptoms of PTSD after 7 years of coverage of the event (Feinstein et al., 2015)

2.2.4 Influence of Stress Related Disorders

Exposure to stress-related disorders can affect people, employees and even journalists in many countless ways. According to Song et al (2019) stress related disorders in early life come up with many risk of life threatening infections. Findings by the researchers indicate that children exposed to trauma might be vulnerable to getting the disease through what they termed as “neuropsychological and cognitive development or interplay between genes and the environment” (pg. 9). Thus, revealing that early childhood trauma causes biological disruptions, and worsening health conditions of people with stress related disorders.

Also, Cohen and Mannarino (2015) in their study “Trauma-focused cognitive behavior therapy for traumatized children and families” revealed that people exposed to trauma is as a result of high risk of medical and mental problems such as “depression, anxiety, substance abuse, and

attempted and completed suicide” (pg. 7). However, findings by Virginia Commission on Youth (2017) revealed that 50 percent of children prone to trauma exhibit difficulties in “attention, concentration, negative self-image, impulse control, and aggression/risk-taking” (pg. 3). Thus, one third of children exposed to trauma become mental and emotionally unwell, developing “attachment, conduct disorder or oppositional defiant disorder, sexual interest” (Virginia Commission on Youth, 2017: 4).

Additionally, Shah et al, (2020) posited that as journalists are exposed to traumatic scenes, there is a negative “societal effect” which has an impact on the wellbeing journalists. Thus, Waisbord (2019) noted that such experiences by journalists can lead to “self- censorship”. Feinstein (2012) similarly noted that media persons who experience psychological stress, high levels of PTSD, depression, intimidation are likely to stop covering stories that are stress inducing. For example, journalists who are faced with intimidation or threatened in an investigative report is like to develop PTSD symptoms and is likely to stop covering such investigative piece. Also, Feinstein et al, (2002; 2015) seminal work on the psychopathology of war reporters found a lifetime prevalence of Post Traumatic Stress Disorder (PTSD) which caused a physical danger of chronic to war reporters, hence influencing their work output.

2.3 MANAGING STRESS RELATED ENCOUNTERS

Journalists who experience stress during their work can have consequences on their performance output. Kushwaha (2014) posits that employees can learn to manage and develop skills to cope with daily stressor encounters. Thus, journalists coping with stress should be able to identify the route and prepare to manage it. Thus, the researcher reveres that employees should develop healthy life style, moderately drink alcohol, have a balanced diet, avoid or reduce smoking (Kushawaha, 2014). Also, the researcher reveals that time management and

adopting an acceptable lifestyle can help cope encounters with stress. Nonetheless, the researcher further proposes that employers or managers should ensure efficient and effective share of information with employees to avoid insecurities about their jobs, establishing a clearly defined role of employees in the work they do.

Nekzada and Tekeste (2013) also aver that there are some strategies for employees in coping with stress at work. Thus, employees should effectively manage and control their time, getting the required assistance from management or a professional to help ensure improving performance. These may include others strategies such exercising, relaxation and engaging in recreational activities. The researchers present that the individual approaches adopted to manage stress help in order to reduce the risk of stress associated to employee's health thus having an occupational, health, and clinical consultations coupled with daily training and frequent visit to psychologists. These the researchers posit that are helpful in assisting employees (journalists) to be conscious of the need to protect their health against irregular uncertainties.

Sahoo (2016) argues that employees and media persons can manage their work stress by working for not more than 12 hours per day. Thus, adopting work rotation to lower stress, adopting counseling assistance programmes, talking about your emotions, talk to family and friends. The researcher further indicates that managing stress in the workplace impact positively on job performance (Sahoo, 2016).

CHAPTER THREE

METHODOLOGY

3.0 INTRODUCTION

This chapter focuses on and outlines various methods and procedures used by the researcher in order to carry out the research into assessing perceptions of media persons on stress related disorders and influence on performance. This chapter elaborates on the methodology that was used for the study by discussing the research approach, research design, population, sampling and sampling procedure, data and data collection procedure, research instrumentation, pre-testing of instruments, data analysis and ethical considerations.

3.1 RESEARCH APPROACH

This study employed the quantitative approach of research to investigate the issues of stress related disorders and influence on performance among journalists. The quantitative approach to research forms part of the three main approaches and these are Quantitative, Qualitative and Mixed Method approach to research (Creswell, 2015). Quantitative research, according to Leedy (1993), is a type of research which deals with numbers and anything that is measurable in a systematic way of investigation of phenomena and their relationships. It is used to answer questions on relationships within measurable variables with an intention to explain, predict and control a phenomenon in order to get results. Thus, it involves the use and analysis of numerical data using specific statistical techniques to answer questions like *who, how much, what, where, when, how many, and how*.

Also, MacDonald and Headlam (2011) described Quantitative approach to be concerned with quantifying things, and thus ask questions such as ‘how long’, ‘how many’ or ‘the degree to which’. Hence, the approach allows data quantified and results are generalized from a sample of population which looks at multiple and diverse views and opinions in a sample. Furthermore Apuke (2017: 41) stated that quantitative research involves the “collection of data so that information can be quantified and subjected to statistical treatment in order to support or refute alternative knowledge claims”. Thus, the approach use research methods like experimentation and surveys to gather data on predetermined items that provide statistical data (Apuke, 2017).

To Eyisi (2016) the advantage of this research approach is the use of statistical data as a tool for saving time and resources. Thus expressing that the approach is scientific in nature which

places much emphasis on numbers and figures in the collection and analyzing of data. Eyisi (2016) further posits that quantitative approach allows generalization of results, thus a study of a particular problem solving phenomenon within specifics can be a reflective of the wider society. Eyisi (2016) citing Creswell (2009) indicated that there is an avoidance of researchers being bias in data collection when there is absence of direct contacts with participants, and thus objectivity will not be compromised.

Thus, adopting a quantitative approach ensured access to the perceptions on stress related disorders that media persons encounter and how they influence their performance. This helped the researcher to identify various types of stress related disorders and examine the causes of stress related disorder journalists' encounter. This study falls in line with MacDonald and Headlam (2011) as well as Leedy (1993) in determining the 'degree to which' how stress related disorders influence the performance of the journalist. Hence, the quantitative approach becomes the most preferred approach based on the nature of this study.

3.2 RESEARCH DESIGN

A research design is defined as the "procedures for collecting, analyzing, interpreting and reporting data in research studies" (Creswell, 2007: 58). The study design specifies how the required data will be collected and analyzed, as well as it will be used to answer the research question. Braun and Clarke (2015), defines research design as an effective plan from which a study evolves, and how it is be conducted, thus the way in which a research idea is transformed into a research project or plan that can then be carried out in practice by a researcher. Thus, it

also refers to planning ahead of time or relevant methods to use for collecting relevant data and the techniques in analysis (Akhtar, 2016).

According to Akhtar (2016) research design is important because it allows the many research techniques to go easily, resulting in research that is as professional and accurate, and giving the most information with the least amount of work and effort. Thus, a good research design minimizes bias in data collection and analysis.

This study adopts Survey research which is a type of quantitative research. According to Adedoyin, (2020) conducting a survey research involves collection of data from an entire population in a certain geographical entity. Thus, data collection procedure involves gathering data from a sample of a population in order to generalize findings on the whole population. Adedoyin (2020) citing Neuman (2014) posits that Survey is a data collection instruments for quantitative research which encompasses two categories of survey known as questionnaire and interview. The researcher indicated that the advancement of technology has recently transformed survey research, thus “automated telephone surveys” had made it possible for online surveys to be completed. As described by MacDonald et al (2011), they are a flexible tool which can generate both qualitative and quantitative data depending on how they are organized and analyzed. Thus, the researcher posits further that survey research is one of the most important areas of analysis in applied social research, and it is a powerful tool for acquiring data from businesses, community organizations, and citizens (MacDonald and Headlam, 2011). Also, survey research adopts statistical calculations to confirm the validity and reliability of survey instruments, thus using Cronbach Alpha to measure the instruments. Thus, responses captured are numerically coded which enables analyzing and interpreting data based on findings (Boru, 2018).

Specifically, the research design for this study is an explanatory research design which was used to discover participants' experiences of work stress in the course of their working day. According to Akhtar (2016) an explanatory design mainly looks at the causes or the 'why' factor about a phenomenon. Thus, it is used to "formulate a problem for specific investigations, or aimed at formulating research design often when the universe of study is an unidentified community" (pg. 78), hence the researcher is able to look for the facts with a set of concept as a guide.

Also, Boru (2018) explained that there are three forms of research design: exploratory, descriptive and explanatory, and each design serves different purpose of a research area. Grey, (2014) as cited by Boru (2018) avers the goal of an explanatory research is to explain and account for the descriptive data. Thus, explanatory research aim to answer "why" and "how" questions, whereas descriptive studies may ask the "what" questions, hence identifying actual occurrence of a phenomenon. Explanatory study seeks out causes and explanations, as well as data to back up or contradict a claim or prediction, hence relationships among various phenomenon of study is discovered (Boru, 2018).

This study seeks to solicit honest responses to questions on the problem of stressor disorders as to examine the types of stressor disorders, identify the causes of the stressor disorders and examine why these stressor disorders have influenced the work of the journalist. These, therefore, inform the choice of explanatory category of design for this study.

3.3 POPULATION AND TARGET POPULATION

Asiamah et al (2017) citing Banerjee & Chaudhary (2017) defined population as an entire group about which some information is required to be ascertained. According to Casteel and Bridier (2021:343) population of interest for a study is comprised of the “individuals, groups, organizations, or other entities one seeks to understand and to whom or to which the study results may be generalized or transferred and is the principal group about which the research is concerned”. Furthermore, the researchers aver that populations define the scope of a study and offer the reader with geographical and background information which helps to have a proper focus (Casteel and Bridier, 2021).

Essentially, target population is a defined, conceptually bounded group of possible participants to whom the researcher may have access and who represent the population of interest (Casteel and Bridier, 2021). Thus, it is important to have a target population must be defined and has to provide enough data to the study. Also, Alvi, (2016) avers that including and excluding entities for participation in a study best describe a well defined target population. However, Casteel and Bridier (2021) state that the target population is also limited such that the researcher may accurately limit the scope for participation.

The population for this study covers media persons such as reporters, editors, camera operators, bloggers and writers who experience stress at work. However, there are no known records as to the total number of employees within the media fraternity in Ghana. Hence, this study cannot employ every individual in the population due to the large size of the population. This is because reaching the entire target population is difficult and time consuming. Hence, a sampled population will be adopted for the study.

3.4 SAMPLING

According to Mcleod, (2019) defined sampling as the process of selecting a representative group from the population under study. With Agyemang, (2017) sampling is defined as sub-unit of the population and being used as representative of that population. Thus, the sample size of a study is considered to uphold and ensure confidence of findings from the sample under investigation (Agyemang, 2017). Simply put Singh (2018) asserts that a sample is a group of people, objects, or items that are taken from a larger population for a research and it is considered as one of the most important factors which determine the accuracy of a research result.

Also Gravetter and Wallnau (2017) as cited by Casteel & Bridier (2020) sample is a set of units selected to represent a population of interest. Thus “data provided about the sample will be analyzed and the results inferred (quantitative) or transferred (qualitative) to the population of interest” (Casteel & Bridier, 2020:350). The researchers aver that the sample should represent the population of interest, and by using the proper sampling frame and method. Simply put, in sampling the number of units to be used in the sample size and how the units are selected must be considered (Casteel & Bridier, 2020).

3.4.1 Sampling Size

A sample size is a subset of the population that is representative of the whole (Mcleod, 2019). Similarly, Agyemang (2017) also presents that the sample size of a study basically refers to a sub-unit of the population and being used as representative of that population. Thus, the researcher is able to research on the opinions, experiences, attitudes, behavioral patterns about a phenomenon of the population. Malone et al (2015) posit that sample size is necessary because

it enables the researcher to make unequivocal judgment and has the ability to detect a specified meaningful effect.

To Singh (2014) sample size is a necessary in studies or investigations in which the aim is to make inferences about the population from a sample. To them, in a survey sampling if population is heterogeneous which involves stratified sampling there would be different sample sizes for each population. The researchers further indicated that sample sizes are “judged based on the quality of the resulting estimates, and may be assessed based on the power of a hypothesis test” (Singh and Masuku, 2014:7). Moreover, Field (1999) as cited by Agyemang (2017) presents a recommendation that for a medium size effect size and high level statistical power of .80 for 6 (six) or less predictors, a sample size of 100 is considered adequate. Furthermore, complex models of studies need a sample size of 200 or larger, whilst other researchers were of the opinion that a sample of 100 or preferably 200 is recommended if a researcher want to test a comprehensive model (Agyemang, 2017; Field, 1999). In line with Field (1999) recommendation, the study utilized a sample size of 100 which is therefore considered sufficient for proceeding on to the data analysis of the study.

3.4.2 Sampling Technique

Mcleod (2019) posits that there are two types of sampling, thus probability and non-probability sampling. In probability sampling, each member of the population has an equal chance of being selected for the study, whilst in non-probability sampling each member of the population does not have a known probability of being selected for the study (Mcleod, 2019). This study employed non-probability sampling method where purposive sampling was used to engage participants on experiences of stress related disorders.

Agyeman (2017:96) citing Creswell (2002) stated that in purposive sampling, “researchers are able to calculatedly select individuals and sites to learn or understand a particular phenomenon” Thus, the researcher avers that purposive sampling enables “researchers to handpick cases to be included in the sample on the basis of their judgment and typicality” (p.96).According to Folly, (2018) an advantage of purposive sampling is that the researcher can identify participants who are likely to provide data that are relevant to the research questions. Thus purposive sampling requires researchers to have prior knowledge about the purpose of their studies so that they can properly choose and approach eligible participants (Doku, 2020).

The focus of this study informed the selection of purposive sampling. This is because the researcher wants to access a particular subset of people because they fit a particular profile. Thus, journalists are selected for the study because the researcher intends to gather data from them due to their knowledge about the issue under study.

3.5 DATA COLLECTION METHOD

Data collection is defined as gathering information to address an identified research questions during an evaluation process in a study (Doku, 2020). According to Creswell (2013) deals with getting permissions, obtaining a sufficient sample size, recording materials, and anticipating ethical challenges and not only focusing on the actual types of data and techniques (Creswell, 2013). Ahmad (2019) avers that data collection involves four fundamental things, that is, “determining unit of observation (unitizing); creating code categories; training coders; and coding units into categories (recoding)” (p.194).

The primary data collection method used for the study was self-administered questionnaires to obtain relevant data to the study’s objectives and research questions. Questionnaires were issued

to participants, who are media persons and work in the Greater Accra region. Data gathered from respondents through questionnaires is standardized and hence easy to analyze quickly.

3.5.1 Data Collection instrument

The main instrument for primary data collection was the use of questionnaire. The study adapted a version of the Depression, Anxiety and Stress Scale - 21 Items (DASS-21), which is a set of three self-report scales designed to measure emotional states of depression, anxiety and stress. Sturmbauer et al (2019) in their study “the Stress and Adversity Inventory for Adults (Adult STRAIN) in German: An overview and initial validation” avers that results derived demonstrated that the German version of the STRAIN is a valid tool for assessing lifetime ‘stress exposure and severity’.

Questionnaires were issued to one hundred (100) participants. The questionnaires were designed to avoid biases in responses. The questionnaires were made up of closed-ended questions. Thus, respondents selected a response from the list of answers provided by the researcher. The questionnaire also had variables that in the form of scale, nominal and ordinal levels of measurement, and thus variables were measured using likert scale.

The study looked at Demographics of respondents; thus personal information such as age, gender, type of media house, number of years in the media industry, marital status, occupational title and educational level. Stressor were assessed with a seven item using a five-point response format from 1 (never), 2 (Rarely), 3 (Sometimes), 4 (Often) and 5 (always). Also, experiences of the various types of stress related disorders were measured using an adapted scale DASS-21, developed by Sturmbauer, Shields, Hetzel, Rohleder & Slavichand (2019). Respondents were asked to indicate how much they have experienced the type of stress in their line of duty with

15 items on a 5-point Likert scale, with a response format of 1 (never), 2 (Rarely), 3 (Sometimes), 4 (Often) and 5 (always). Again, participants level of perceived causes of stress related disorders were measured with a 10 item using a 5 point likert scale with a response format of 1 (Strongly agree), 2 (Disagree), 3 (Neither Disagree nor Agree), 4 (Agree) and 5 (Strongly Agree). Furthermore, influence of stress related disorders on job performance was measured using 9 items with a 5-point Likert scale with a response format of 1 (Strongly agree), 2 (Disagree), 3 (Neither Disagree nor Agree), 4 (Agree) and 5 (Strongly Agree). Nonetheless, assessing respondent's ways of managing stress were measured in 11 items. Each item allows a respondent to have a choice of 'yes or no'.

3.5.2 Validity and Reliability

The researcher conducted a pilot study with a small sample using scales of measurement in determining the accuracy and clarity of the research instrument. According to Doku (2020) pilot study is done to ascertain the suitability of the measuring instruments to ensure effective feedback to inform any needed changes. Ten (10) respondents were used for the study. Mbithe (2014) avers that face validity allows examining whether the instruments answered the research questions of the study. The aim of the pilot test was to determine the appropriateness of each measuring item so as to make the necessary corrections. Hence, the responses helped determined the level of vagueness of the questions. The Pilot study was carried to validate the instruments used for the study. The researcher ensured the instruments validity by checking and verifying responses, and thus corrections and intended adjustments were done to the instruments.

According to Mbithe (2014), reliability refers to the consistency of the research and the extent to which studies can be replicated. In reliability calculations, Delice (2010) avers that Croanbach alpha and KR-20 are usually used and thus, gives variety of results of 0.98 and 0.55 respectively. Thus, the researcher in the pilot study paid critical attention in calculating and determining the Croanbach alpha coefficient level. Thus, the pilot study carried out through administering the questionnaire to ten respondents.

The researcher carried the reliability study based on the underlying objectives of the research. In the study, the internal consistency statistical results for identifying the various types of stress related disorders journalists encounter, thus their experiences with stress related disorders was ($\alpha=.920$), ($M=40.7$, $SD=12.51$); perceived causes of stress related disorder at work by journalists ($\alpha=.892$), ($M= 37.0$, $SD= 8.0$); stress related disorder and influence on journalists performance ($\alpha=.713$), ($M= 28.20$, $SD= 5.55$), showed good internal consistencies when responses from participants were analyzed. Thus, the results fall in line with Delice (2010) proposition that analysis using croanbach alpha must give a result of 0.98 and 0.55 respectively, to determine a valid result. Nonetheless, George and Mallery (2003) as cited by Gliem and Gliem (2003) present a rule of thumb for croanbach alpha as ($> .9$ - Excellent), ($> .8$ -Good), ($> .7$ – Acceptable), ($> .6$ - Questionable) and ($> .5$ – Poor and $< .5$ – Unacceptable). Thus, high value for croanbach alpha shows good internal consistency of measurable items.

3.6 DATA COLLECTION PROCEDURE

Questionnaires were designed for the collection of data for the study. A total of 100 questionnaires were administered and were successfully filled and retrieved by the researcher.

Firstly, the researcher sought an ethical clearance from the DRID office at the Ghana Institute of Journalism, Accra. The researcher embarked on the data collection exercise for a period of three (3) weeks. Participants who showed willingness to participate in the study were each given the research questionnaire to fill. The researcher allowed each participant to have ample time to complete the questionnaire. The researcher assembled together all the completed questionnaires for screening, coding, entry, and data analysis.

3.6.1 Data Analysis

The researcher coded all questionnaires collected and analyzed thematically using version 16 of computer software SPSS (Statistical Package for Social Sciences 16.0). For this study, the researcher closely examined the data collected from participants and done the analysis using tables, frequencies, percentages, and inferential statistics such as, Chi- square test goodness of fit and correlation were used to establish the relationship and link between the variables. Thus, the researcher analyzed each theme of the study with the required statistical tool.

3.7 ETHICAL CONSIDERATION

Dzineku (2020) avers that in academics, ethics is described as a branch of moral philosophy which strives to identify the duty, honor, integrity, virtue, justice, and the good life about a study of concern. Hence, Dizeku (2020) citing Trochim (2006) puts that “fabrication, plagiarism, non-publication of data, faulty data gathering procedures, poor data storage and retention, misleading authorship, sneaky publication practices, involuntary participation, uninformed consent, anonymity, and confidentiality” constitute unethical issues in studies conducted. Thus, ethical considerations in research studies must exercise honesty and avoid biases.

With the necessity of confidentiality been questioned, the identity of respondents were concealed, hence avoiding personal and sensitive information. Nonetheless, the protection of the anonymity of the respondents was guaranteed.

Brennen (2017) avers that, participants must not be forced to participate in research studies to avoid incredibility of work. Thus, participants who showed willingness to participate in the study were given self administered questionnaire to complete. Again, the respondents for this study were informed about the purpose for conducting this research. Thus, the intention was mainly made known for academic purpose and was by no way poses as a psychological threat to them. Thus, it is built on Brennen (2017) assertion of building trust and limiting the exploitation of participants. Also, the research avoided any falsification of authorship and plagiarism. Thus, ethical issues were addressed.

3.8 CHAPTER SUMMARY

This study is to assess perceptions of media persons on stress related disorder and influence on job performance. A total of 100 media persons were selected to participate in this study. Self administered questionnaire, made up of close ended questions were designed to solicit responses from the respondents. The study had a pre-testing of instrument with ten (10) participants to ensure the validity and reliability before the final questionnaire administration. Ethical issues were considered, and methodological issues identified as well.

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND DISCUSSIONS

4.1. INTRODUCTION

This chapter deals with the presentation of findings, analysis and discussion of data. It also involves the analysis of data gathered from the field based on themes obtained from the objectives. Data was generally collected through self-administered questionnaire to respondents.

Therefore, the following research questions were used as guide to conduct the analyses of data gathered.

1. What types of stress related disorders do journalists encounter?
2. What are the causes of stress related disorders by journalists?
3. How do stress related disorders influence journalists performance?

4.2. DEMOGRAPHICS OF RESPONDENTS

TABLE 4.1SEX OF RESPONDENTS

	Frequency	Percent
Male	56	52.8
Female	50	47.2
Total	106	100.0

Data Source: Solomon (2021)

Data set provided by respondents in table 4.1 shows the sex distribution of both male and female who were represented in the study. A total of one hundred and six (106) respondents were solicited of which 50 were female representing 47% and 56 males representing 53%. Thus, the above results from table 4.1 indicates that majority of respondents were males.

Table 4.2 Age of Respondents

	Frequency	Percent
21 - 30 years	59	55.7
31 - 40 years	33	31.1
41 - 50 years	13	12.3
51 years and above	1	.9
Total	106	100.0

Data Source: Solomon (2021)

A look at the data set above shows that respondents with the age group of 21 – 30 years representing 56% with a count of 59 represented the majority of respondents. This is followed by 31 – 40 years with a count of 33 representing 31% of the population, then 41 – 50 years age group with a count of 13 representing 12% respectively. The least represented age group is 51 years and above having a frequency count of 1 representing 1%.

Table 4.3 Marital Status of Respondents

	Frequency	Percent
Married	31	29.2
Single	73	68.9
Widowed	2	1.9
Total	106	100.0

Data Source: Solomon (2021)

The results in relation to the marital status of the participants of the study show that of the 106 respondents, 73 representing 69% are single while 31 representing 29 % are married. Also the results show the least frequency count of 2 representing 2% of the population.

Table 4.4 Occupational title of Respondents

	Frequency	Percent
Reporter	76	71.7
Editor	25	23.6
Camera Operator	5	4.7
Total	106	100.0

Data Source: Solomon (2021)

The results presented in table 4.4 shows that 76 respondents representing 72% are reporters, 25 respondents representing 24% are Editors whereas the remaining 5 representing 5% are camera operators. Thus, the researcher had reporters comprising the majority of respondents who participated in the study.

Table 4.5 Type of media Agency of Respondents

	Frequency	Percent
Television	77	72.6
Radio	42	39.6
Newspaper	10	9.4
Online	31	29.4
Total	160	100.0

Data Source: Solomon (2021)

Respondents were asked to provide the type of media organization they work with. A look at the responses provided indicate multiple responses from participants on the type of agency

they work with. Thus, from table 4.5, 77 respondents representing 73% work with television stations; 42 representing 40% of the respondents work with radio stations; 10 respondents work with the newspaper representing 9.4% whereas the remaining 29.4 which is made up of 31 respondents who work with an online media.

Table 4.6 Employment status of Respondents

Employment Status	Frequency	Percentages
Full time	84	79.2
Part time	13	12.3
Casual	9	8.5
Total	106	100

Data Source: Solomon (2021)

From table 4.6, it is observed that majority of the respondents were full time employees, thus a frequency count of 84 representing 79.2%. Also 13 respondents were part time representing 12.3% whereas 9 responded as casual workers representing 8.5% in the media .This data shows that employment agreement in the media industry are largely on full time basis.

Table 4.7 Educational level of Respondents

	Frequency	Percent
Secondary	1	.9
Tertiary	105	99.1
Total	106	100.0

Data Source: Solomon (2021)

From the Table 4.7, it is evident that responses provided by majority of media practitioners were attributed to higher level qualifications. Thus, about 99% had successful completed their tertiary education. This is followed by secondary education with a least of 1 representing 1% among all responses gathered from 106 respondents.

Table 4.8 Respondents number of years in the industry

	Frequency	Percent
1 - 5 years	60	56.6
6 - 10 years	24	22.6
11 - 15 years	11	10.4
15 years and above	11	10.4
Total	106	100.0

Data Source: Solomon (2021)

From table 4.8, results presented indicates that a frequency count of 60 respondents representing 57% have spent 1 -5 years working in the media industry. Also, 24 count of respondents representing 23% have spent 6 – 10 years in the media industry whereas 11 respondents representing 10.4% have also spent 11-15 years working in the same industry. It is similarly observed from participants who responded of spending 15 years and above in the media industry, thus having a frequency count of 11 representing 10.4%. The summary of the results given suggest that majority of the respondents have worked for 1 -5 years in their media work.

4.3 STRESS RELATED DISORDERS

Stress related disorders are mental health disorders that results to anxiety and trauma due to physical, mental and emotional stress. They also come as a result to exposure of traumatic or stressful event. Thus, it is important to know respondents’ perception of stress related disorders and their feeling towards the phenomenon. To assess media persons’ perception of stress related disorders, the researcher used a likert scale questionnaire to elicit information or responses on the theme of how media persons encounter stress.

Table 4.9 Media Persons description of stress related disorders at workplace

No	Media Persons description of stress related disorders at workplace	N	R	S	O	A	Chi-Square	df	Asymp. Sig.
1.	How often do you go out on assignments?	2	15	34	37	18	39.189 ^a	4	.000
2.	Do you cover trauma or violence related stories?	14	24	52	12	4	65.509 ^a	4	.000
3.	Have you ever felt stress or experienced trauma during your work?	6	17	48	25	10	52.208 ^a	4	.000
4.	How often do you feel stressed?	0	13	43	36	14	26.453 ^b	3	.000
5.	Do you still cover stories that can cause stress related experience?	4	28	52	16	6	73.057 ^a	4	.000
6.	How often do you cover stories that cause you to experience stress related disorders?	7	30	51	13	5	70.604 ^a	4	.000
7.	Have you ever felt like giving up on your job because of an encountered stress or trauma?	32	12	36	20	6	30.792 ^a	4	.000

Data Source: Solomon (2021)

Table 4.9 identifies results from responses collected on media person’s description of stress related disorders at their workplaces. The data set on (question one) shows that out of the 106 respondents, 55 respondents representing 52% most often go out on assignments while 17 representing 16% rarely go out to cover stories. However, 34 respondents representing 32% sometimes do go out on assignments. Thus, data set on (question one) shows that majority of media persons with a percentage of 52 often go out to cover stories. Hence, the χ^2 test for goodness of fit for respondents’ responses on the item revealed a significant results of $\chi^2 (4, n= 106) = 39.189, p < 0.001$ that most of the journalists often go out on assignments.

Data set on (question two) indicates that 16 respondents representing 15% responded that they cover trauma and violence related stories, while 38 representing 35% have rarely cover trauma or violence related stories and 52 representing 49% sometimes covering trauma or violence related stories. Thus, the χ^2 test for goodness of fit for respondents’ responses on the item

revealed a significant result of $\chi^2 (4, n= 106) = 65.509, p<0.001$ that majority journalists often cover trauma and violence related stories.

Again, respondents on (question three) responded if they felt stressed or experienced trauma during their work. This is shown by 35 representing 33% indicating that they often do feel stressed or experience trauma during their work. Also, 23 representing 22% showed that they have never or rarely experienced or felt stressed in their line of duty, while 48 representing 45% do sometimes feel stressed at work. Again, the result indicates that the χ^2 test for goodness of fit for respondents' responses on the item revealed a significant result of $\chi^2 (4, n= 106) = 52.208, p<0.001$ that majority of journalists experience or feel stressed in their line of duty

Similarly, respondents were asked in (question four) on how often they feel stressed. The data set shows that 50 representing 47% most often feel stressed while 13 representing 12% rarely feel stressed, with 43 representing 41% responded that they sometimes do feel stressed. Hence, the χ^2 test for goodness of fit for respondents' responses on the item revealed a significant results of $\chi^2 (3, n= 106) = 26.453, p<0.001$ that of media persons sometimes feel stress at work.

From table 4.9 responses were gathered from participants if they still cover stories that can cause stress related experience. Thus, a total frequency count of 22 representing 21% responded that they often cover stories that causes stress related experience, while 32 representing 30% rarely do cover such stories. However, majority of the respondents, 52 representing 49% they do still cover stories that can cause stress related experience. Also, the χ^2 test for goodness of fit for respondents' response revealed a statistical significant results of $\chi^2 (4, n= 106) = 73.057, p=<0.001 <0.005$ that media persons indeed cover stories that causes stress related experience.

A similar question was asked on (item six) on how often they cover stories that causes them to experience stress related disorders. Thus, results from the data set show that least of the respondents, 18 representing 17% of often cover stories that causes them to experience stress related disorders, while majority of respondents, 51 representing 48% responded that they sometimes do such. However, 37 representing 35% indicated that they rarely cover stories that often cause them to experience stress related disorders. The chi-square (χ^2) test for goodness of fit for respondents' response shows statistical significant results of $\chi^2 (4, n= 106) = 70.604$, $p < 0.001 < 0.005$ that most often than not, journalists cover stories that causes them to experience stressors.

Furthermore, the respondents indicated that they have never felt like giving up on your job because of an encountered stress or trauma. Thus, majority of the respondents, 44 representing 41.5% responded never to giving up on their job, while 36 representing 34% responded sometimes, with 26 representing 24.5% responded on often giving up on their job because of the stress or trauma they encounter. Hence, the chi square test for goodness of fit $\chi^2 (4, n= 106) = 30.792$, $p < 0.001 < 0.005$ showed results that were statistically significant. Thus, the finding means that journalists' who encounter stress or trauma often feel like giving up on their job.

4.4 TYPES OF STRESS RELATED DISORDERS ENCOUNTERED BY JOURNALISTS

There are several types of stressor related disorders encountered by people, and journalists in the line of performing their function. These types of stress related disorders have been identified

as Posttraumatic Stress Disorder (PTSD), Acute Stress Disorder (ASD), Adjustment Disorders (AD), Reactive attachment disorder, Other Specified Trauma- and Stressor Related Disorders, and Unspecified Trauma- and Stressor-Related disorders, among others. A chi-square test was run for each variant in the table and the results in summary are shown in the tables below.

TABLE 4.10 POST TRAUMATIC STRESS RELATED DISORDER CLASSIFIED

	Observed N	Expected N	Residual	Chi-Square	Df	Asymp. Sig.
Journalists did not encounter PTSD	14	53.0	-39.0			
Journalists encountered Post traumatic stress disorder (PTSD)	92	53.0	39.0	57.396 ^a	1	.000
Total	106					

Data Source (Solomon, 2021)

Journalists were quizzed on their experiences of stress related disorders they encounter. Thus, 14 representing 13% did not encounter PTSD, while 92 representing 87% encountered PTSD. From the analysis shown in table 4.10 revealed a significant result on journalists’ experience on Post traumatic stress related disorder (PTSD). Thus, the results indicate that the χ^2 test for goodness of fit for respondents’ responses on revealed that $\chi^2 (1, n= 106) = 57.396, p<0.001$ show that journalists encounter post traumatic stress disorder (PTSD). Sequel to Leigh’s (2017) argument that a person suffering from PTSD is likely to experience any, one or more of the following; hallucinations and delusions, depression, panic, substance abuse, suicidal behavior, memory impairment, and learning disability, and intrusion symptoms (intrusive thoughts, nightmares, and dissociative symptoms such as flashbacks). Therefore, this study associates the definition of PTSD with the above listed.

TABLE 4.11 ACUTE STRESS DISORDER CLASSIFIED

	Observed N	Expected N	Residual	Chi-Square	Df	Asymp. Sig
Journalists who did not encounter Acute stress disorder	15	53.0	-38.0			
Journalists who encountered acute stress disorder	91	53.0	38.0	54.491 ^a	1	.000
Total	106					

Data Source (Solomon, 2021)

From table 4.11, the χ^2 test for goodness of fit for participants' responses on their experiences to acute stress disorder revealed a significant results of $\chi^2 (1, n= 106) = 54.491, p<0.001$ that most journalists experience acute stress disorder in the line of their duty. Thus, it was observed that 15 representing 14% never encountered acute stress disorder, while 91 representing 85% were journalists who encounter acute stress disorder. As a consequence of an assertion by the American Psychiatric Association (2013) is that an acute stress disorder is encountered within minimum of three days of symptoms to PTSD experienced by people.

Thus, from the results 85% journalists with ASD developed PTSD due to anxiety which exposed the trauma experienced.

TABLE 4.12 REACTIVE ATTACHMENT DISORDER CLASSIFIED

	Observed N	Expected N	Residual	Chi-Square	Df	Asymp. Sig.
Journalists who did not encounter Reactive Attachment disorder (RAD)	8	53.0	-45.0			
Journalists who encountered reactive attachment disorder (RAD)	98	53.0	45.0	76.415 ^a	1	.000
Total	106					

Data Source (Solomon, 2021)

The result from table 4.12 indicates that the χ^2 test for goodness of fit for respondents' responses on the items revealed a significant results of $\chi^2 (1, n= 106) = 76.415, p < 0.001$ that media persons encounter reactive attachment disorder. Thus, 8 respondents representing 8% did not encounter reactive attachment disorder, while majority of the respondents 98 representing 92% did encounter reactive adjustment disorder. The findings align with the American Psychiatric Association (2013) postulation that prolonged duration of stressors, coupled with symptoms that occur more than three or more months after the stressor tend to make people experience reactive attachment disorder. Hence, the study revealed that 92% of journalists encountered stressors such as difficulty in relaxing, difficulty in concentrating at work, difficulty in staying or falling asleep, felt irritated and sad, felt distant or cut off from other people.

TABLE 4.13 ADJUSTMENT DISORDER CLASSIFIED

	Observed N	Expected N	Residual	Chi-Square	df	Asymp. Sig.
Journalists who did not encounter adjustment disorder	17	53.0	-36.0			
Journalists who encountered adjustment disorder	89	53.0	36.0	48.906 ^a	1	.000
Total	106					

Data Source (Solomon, 2021)

The results from table 4.13 shows that the total number of observed frequency of journalists who did not encounter adjustment disorder is 17 representing 16% , while the observed

frequency of journalists who encountered adjustment disorder is 89 representing 84%. Thus, it revealed a significant result on journalists' encounter on adjustment disorder (AD), that the χ^2 test for goodness of fit for respondents' responses on revealed that $\chi^2 (1, n= 106) = 48.906$, $p < 0.001$ showing a significance of journalists' who encounter adjustment disorder (AD). This finding juxtaposes an assertion by the American Psychiatric Association (2013) that people who encounter an identified stressor experience persistent increase in pain, experience in natural disasters and living in a crime prone area. Thus, the results showed that 84% of journalists felt down hearted, touchy due to an experience of these stressors.

4.5 CAUSES OF STRESS RELATED DISORDERS AMONG JOURNALISTS

Several factors attributes to journalists experiencing stress related disorders due to the nature of their jobs. The exposure to tragedies and disasters has adverse psychological effect on media persons, and thus are attributed to torture of journalists, harassment, among others. All multi items in the study were measured on a 5 point scale from 1 to 5 (whereby 1= strongly disagree, 5 = Strongly Agree). A chi-square (X^2) test was run for each variant in the table and the result to validate results in the tables below.

TABLE 4.14 WARFARE OR COMBAT

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	13	12.3	15.981 ^a	4	.003
Disagree	18	17.0			
Neutral	18	17.0			
Agree	37	34.9			
Strongly Agree	20	18.9			
Total	106	100.0			

Data Source: (Solomon, 2021)

Table 4.14 provides results from respondents' understanding of factors that may cause stress at work and during their line of duty. The data set shows that out of 106 participants, majority of the respondents, 37 representing 35% agreeing, while 20 representing 19% strongly agree that that warfare or combat can cause stress related disorders. Also, 18 participants representing 17% disagreed with 13 representing 12% strongly disagreed to warfare or combat causing STRDs, and thus, 18 representing 17% were neutral.

The result indicates that the χ^2 test for goodness of fit for respondents' responses on the items revealed a significant results of $\chi^2 (4, n= 106) = 15.981, p>0.001$ that warfare and combat causes STRDs. Thus, encounter with warfare and combat in line of duty by journalists is prevalent on the job market. Hence, fair awareness to enhance journalists' ability to deal with the situation.

TABLE 4.15: INSECURITY (WHEN YOU PERCEIVE YOUR WORK IS NOT THAT SAFE AND SECURE).

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	5	4.7	67.302 ^a	4	.000
Disagree	10	9.4			
Neutral	13	12.3			
Agree	52	49.1			
Strongly Agree	26	24.5			
Total	106	100.0			

TABLE 4.16 VIOLENCE OR WAR

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Valid Strongly Disagree	8	7.5	85.887 ^a	4	.000
Disagree	7	6.6			
Neutral	9	8.5			
Agree	57	53.8			
Strongly Agree	25	23.6			
Total	106	100.0			

From table 4.15 the χ^2 test for goodness of fit for respondents' responses revealed a significant results of $\chi^2 (4, n= 106) = 67.302, p<0.001$ that journalists perceive their work as not safe due to insecurity. Thus, majority of the participants, 52 representing 49% agree with the statement, with 26 representing 25% who strongly agree that insecurity has been a cause for STRDs at workplace. Also, 10 respondents representing 9% strongly opposed the statement while 5 representing 5% only disagreed. However, 13 respondents forming a percentage of 12 were neutral. The implication of this finding suggests that majority of journalists perceive that insecurity causes stress related disorders, thus they find the work as not safe and secured.

TABLE 4.16 VIOLENCE OR WAR

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	8	7.5	85.887 ^a	4	.000
Disagree	7	6.6			
Neutral	9	8.5			
Agree	57	53.8			
Strongly Agree	25	23.6			
Total	106	100.0			

Data Source (Solomon, 2021)

From table 4.16 the results indicate that 57 representing 54% agree that violence and war cause stress related disorder; 25 representing 24% strongly agree; 9 representing 8.5% were neutral; 7 representing 6.6% disagree and 8 representing 7.5% strongly disagree. This shows that majority of the respondents agreed to the assertion that violence and war are perceived causes STRDs. Thus, the data revealed a significant results of $\chi^2(4, n= 106) = 85.887, p<0.001$ that journalists perceive experiencing STRDs due to exposure to violence and war. The findings suggest that majority of journalists who cover violence and war related stories experience trauma and stress. This shows a high prevalent of the problem causing STRDs among media persons.

TABLE 4.17 NATURAL DISASTERS OR TRAGEDIES

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	4	3.8	117.962 ^a	4	.000
Disagree	7	6.6			
Neutral	13	12.3			
Agree	65	61.3			
Strongly Agree	17	16.0			
Total	106	100.0			

Data Source (Solomon, 2021)

Results from table 4.17 show that χ^2 test for goodness of fit for respondents' responses revealed a statistical significant results of $\chi^2(4, n= 106) = 117.962, p<0.001 <0.005$, thus natural

disasters and tragedies are the cause of STRDs. The results showed that majority of the respondents with a count of 65 representing 61% agreed to the factor, with 16% representing a count of 17 also strongly agreed. A count of 7 representing 7% and 4 representing 4% disagreed and strongly disagreed respectively to the item provided. However, 13 representing 12% were neutral. The implication of the finding indicates that media persons encounter with natural disasters and tragedies in line of duty cause stress related disorders. Thus, there is an adverse psychological effect on media persons to experience trauma due to the exposure.

TABLE 4.18 HARASSMENTS OR TORTURE

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	6	5.7	81.642 ^a	4	.000
Disagree	9	8.5			
Neutral	10	9.4			
Agree	56	52.8			
Strongly Agree	25	23.6			
Total	106	100.0			

Data Source (Solomon, 2021)

It is discovered from the data in table 4.18 that most of majority of the respondents agreed to harassments or torture as a perceived cause STRDs. Thus, a count of 56 representing 52%; 25 representing 24% agreed and strongly agreed as harassment or torture as a perceived cause, respectively. The data showed that 9 representing 9% and 6 with 6% disagreed and strongly disagreed to the notion; 10 representing 9 remained neutral. Hence, the chi square test for goodness of fit $\chi^2(4, n= 106) = 81.642, p < 0.001 < 0.005$ showed results that were statistically

significant. Thus, the finding means that journalists' in line of covering harassments and torture related stories tend to encounter traumas.

TABLE 4.19 THREAT OF DEATH OR SERIOUS BODILY HARM

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	5	4.7	90.887 ^a	4	.000
Disagree	6	5.7			
Neutral	8	7.5			
Agree	55	51.9			
Strongly Agree	32	30.2			
Total	106	100.0			

Data Source (Solomon, 2021)

Table 4.19 provides results of $\chi^2(4, n=106) = 90.887, p < 0.001 < 0.005$ which shows that data set is statistically significant that threat of death or serious bodily harm causes stress related disorder. The results indicate that out of the 106 respondents, 55 representing 52% agree; 32 representing 30% strongly agree; 8 representing 8% were neutral; 6 representing 6% disagree while 5 representing 5% strongly disagree with the assertion. Hence, the result can be concluded that majority of the respondents, thus 52% agree that threat of death or serious bodily harm causes journalist to encounter STRDs. The implication of the finding means that that threat of death or serious bodily harm to people resulted in higher level of PTSD among journalists.

TABLE 4.20 DEAD OR INJURED IN MOTOR VEHICLE ACCIDENT

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	5	4.7	82.113 ^a	4	.000
Disagree	9	8.5			
Neutral	11	10.4			
Agree	56	52.8			
Strongly Agree	25	23.6			
Total	106	100.0			

Data Source (Solomon, 2021)

It is discovered from table 4.20 that majority of participants who responded to dead or injured motor vehicle accident were 106 respondents. Thus, 56 respondents representing 53% agree with the assertion; 25 representing 24% strongly agree; 11 representing 10% were neutral; 9 representing 8% disagree and 5 representing 5% also strongly disagree. Also, the results indicates that the χ^2 test for goodness of fit for respondents' responses on the items revealed a significant results of $\chi^2 (4, n= 106) = 82.113, p<0.001$ that dead or injured motor vehicle accident causes STRDs. Thus, the prevalent of dead or injured motor vehicle accident coverage by journalists causes a form of trauma in the profession.

TABLE 4.21 LONG WORKING HOURS AND HEAVY WORK LOAD

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	2	1.9	105.887 ^a	4	.000
Disagree	4	3.8			
Neutral	6	5.7			
Agree	50	47.2			
Strongly Agree	44	41.5			
Total	106	100.0			

Data Source (Solomon, 2021)

Participants were quizzed to respond if long working hours and heavy workload cause journalists to encounter stress related disorder. From the results provided in table 4.21 show

that 50 representing 47% agree; 44 representing 42% strongly agree, 6 representing 6% were neutral; 4 representing 4% disagree and 2 representing 2% strongly disagree. To test the significance of the data, the chi square goodness of fit $\chi^2 (4, n= 106) = 105.887, p=<0.001$ indicate a significant results that long working hours and heavy workload cause media persons to experience STRDs. Journalists are at risk for PTSD due to the nature of their job, thus long working hours and heavy workload is prevalent in the profession hence cause media persons to encounter trauma.

TABLE 4.22 UNINTENDED EXPOSURE OF GORY IMAGES/VIDEOS IN LINE OF WORK

	Frequency	Percent	Chi-Square	df	Asymp. Sig.
Strongly Disagree	5	4.7	62.396 ^a	4	.000
Disagree	12	11.3			
Neutral	10	9.4			
Agree	49	46.2			
Strongly Agree	30	28.3			
Total	106	100.0			

Data Source (Solomon, 2021)

Data set from table 4.22 revealed responses from participants on unintended exposure of gory images and videos in line of work causing stress related disorder. The data reveals that 49 representing 46.2% agree; 30 representing 28.3% strongly agree; 10 representing 9.4% were neutral; 12 representing 11.3% disagree and 5 representing 4.7% strongly disagree. Thus, the chi square goodness of fit $\chi^2 (4, n= 106) 62.396, p<0.001$ indicate a significant results that

unintended exposure of gory images and videocause media persons to experience STRDs. The implication of this findings show that media person develop the risk developing trauma due to their professional role of the being the first to be exposed to gory images and videos, hence the need to seriously take care of trauma assignments they cover.

TABLE 4.23 CHILDHOOD ABUSE OR SEXUAL ABUSE

	Frequency	Percent	Chi-Square	Df	.Asymp. Sig
Strongly Disagree	9	8.5	39.377 ^a	4	.000
Disagree	16	15.1			
Neutral	12	11.3			
Agree	45	42.5			
Strongly Agree	24	22.6			
Total	106	100.0			

Data Source (Solomon, 2021)

Table 4.23 above shows the results of participants’ responses on childhood abuse or sexual abuse as a perceived cause of stress related disorder. From the table, it is evident that majority of the respondents, 45 representing 43% agree with the assertion; 24 representing 23% strongly agree; 16 representing 15% disagree; 9 representing 9% strongly disagree and 12 representing 11% were neutral. Also, the result indicates that the χ^2 test for goodness of fit for respondents’ responses on the items revealed a significant result that childhood abuse or sexual abuse causes STRDs. Hence, the findings mean that as more people are abused or sexually abused, there becomes the existence of physiological effect which causes trauma. Thus, most foreseen stressors come as a result of an abuse being experienced by the journalist.

4.6 STRESS RELATED DISORDERS INFLUENCE ON JOURNALISTS' PERFORMANCE

Media persons encounter with stress-related disorders can affect them in many countless ways. There have been many risks of life threatening infections which cause biological disruptions, and worsen health conditions of people with stress related disorders. To establish the strength of relationships between stress related disorder and journalist performance a correlation analysis was conducted.

TABLE 4.24: RESULTS OF PEARSON 'R' OF POST TRAUMATIC STRESS DISORDER (PTSD) AND JOURNALISTS' PERFORMANCE

Variables	Mean	Standard Deviation	N	Pearson Correlation	Sig. (2tailed)
Post Traumatic Stress Disorder (PTSD)	2.1910	.82704	106	-.408**	.000
Journalist's Performance	3.2280	.76681	106		

Data Source (Solomon, 2021)

From the above a significant correlation between Post Traumatic Stress Disorder (PTSD) and Journalists' performance, ($r_{(106)} = -.408$, $p = <.001$) was found. Hence, Post Traumatic Stress

Disorder (M=2.19, SD=.827) and Journalist’s Performance (M=3.22, SD= .766). This means that there is a significant negative relationship between Post Traumatic Stress Disorder (PTSD) and Journalists’ performance. Thus, it can be concluded from the analysis that Post Traumatic Stress Disorder (PTSD) showed a negative correlation towards journalists’ performance. The implication of this findings thus suggests that PTSD since prevalent among journalist, does affect their performance significantly. As a result, journalist ought to have in mind the potential effect on their job performance.

TABLE 2.25 RESULTS OF PEARSON ‘R’ OF ACUTE STRESS DISORDER AND JOURNALISTS’ PERFORMANCE

Variables	Mean	Std. Deviation	N	Pearson Correlation	Sig. (2-tailed)
Acute Stress Disorders	2.1698	.86464	106	-.319**	.001
Journalists' Performance	3.2280	.76681			

Data Source (Solomon, 2021)

Based on the results above, the data shows that the correlation between acute stress disorder and journalists’ performance was a moderate negative correlation. It was derived by the result of correlation test analysis ($r_{(106)} = -.319$, $p = <.005$ thus, Acute Stress Disorder (M=2.1, SD=.864) and Journalist’s Performance (M=3.22, SD= .766) which shows a negative significant

level between acute stress disorder and journalists' performance. This result shows that although present among journalist it does influence performances of the journalist. However, they need to be mindful of developing acute stress related disorders in their line of work since they are susceptible to them.

TABLE 2.26 RESULTS OF PEARSON 'R' OF REACTIVE ATTACHMENT DISORDER AND JOURNALISTS' PERFORMANCE

Variables	Mean	Std. Deviation	N	Pearson Correlation	Sig. (2-tailed)
Reactive Attachment Disorders (RAD)	2.2862	.81350	106	-.458**	.000
Journalists' Performance	3.2280	.76681			

Data Source (Solomon, 2021)

From table 2.26 above it was found that the correlation of reactive attachment disorder towards journalists' performance was a high negative correlation, of which the $r = -0.458$ and the value of $p = 0.000$ which shows a significant level. This means that media persons perception on

reactive attachment disorder does affect their performance. By this result, journalist ought to be on the look out of the symptoms related with reactive attachment disorder.

TABLE 2.27 RESULTS OF PEARSON ‘R’ OF ADJUSTMENT DISORDER AND JOURNALISTS’ PERFORMANCE

Variables	Mean	Std. Deviation	N	Pearson Correlation	Sig. (2-tailed)
Adjustment Disorders (AD)	2.4528	.97719	106	-.380**	.000
Journalists' Performance	3.2280	.76681			

Data Source (Solomon, 2021)

Table 2.27 indicates the Pearson correlation value $r = -0.380$. The value indicates a negative correlation, and the relationship is moderate between journalists’ performances. The significant level of the Pearson correlation is lower than alpha ($p = 0.00 < 0.5$). It was found that there was negative significant relationship of media persons’ experience on adjustment disorder towards their performance. Therefore, since adjustment disorder is found high among journalists, it was found to significantly affect their performance. Therefore, practicing journalists need to be on the look-out for this type of stress related disorders found in this study.

4.7 DISCUSSION OF FINDINGS

As discussed in previous chapters; Journalists, just like other employees in other organizations most often work under extreme pressure to meet the required expectations of their organization and the public. Mostly referred to as “interaction frontiers” by Agyeman (2017), the role of the journalist is largely dominated by face to face, telephone, and internet-based interactions with others and activities in the social environments that may cause the journalist some difficulty such as stress related disorders in their job. Stress related disorders are more evident, and their outcomes tend to be much more intense under research mostly in less developed economies as such as Ghana. Exposure to stress-related disorders can affect people, employees and even journalists in many countless ways(Song et al, 2019).Shah et al, (2020) posited that as journalists are exposed to traumatic scenes, there is a negative “societal effect” which has an impact on the wellbeing journalists. Sequel to these establishments in literature, this study sought to assess perceptions of media persons on stress related disorder and influence on performance especially in the Ghanaian context.

The discussions of the results from the findings are done in themes that have guided this present study so far. These themes as drawn from the research questions are: What types of stress related disorders do journalists encounter? What are the causes of stress related disorders by journalists? How do stress related disorders influence journalists performance?

4.7.1 Types of stress related disorders encountered by journalists.

The researcher was interested in finding the type of stress related disorders that are prevalent among journalists in Ghana.

The following types of stress related disorders as identified and reviewed in chapter 2 (2.2.2) to include the following: posttraumatic stress disorder (PTSD), Acute Stress Disorder (ASD), Adjustment Disorders (AD), Reactive attachment disorder were tested for.

The result indicates that the chi-square test for goodness of fit for respondents' responses revealed that that journalist in the country encounter Post Traumatic Stress Disorder (PTSD); Adjustment Disorders (AD); and Reactive Attachment Disorder are among the main types of stress disorders identified to be associated the journalists. These findings support Thakur et al (2016); Leigh(2017); Song et al (2019); Shah et al's (2020) findings that PTSD were among the dominant stress related disorders found among working population as well as journalists. However, other stress related disorders such as disinhibited social engagement disorder (DSED); Other specified trauma- and stressor-related disorder and Unspecified trauma- and stressor-related disorder identified in Virginia Commission on Youth (2017) research were seem to be absent in this present study. However, this could be because, some of the stress related disorders are mostly associated with population other than journalist hence the absence in the list of types found in the country. Alternative explanation could also be as a result of different social context conducted the study. This is because, as Agyepong (2016) and Boateng (2019) argue, the Ghanaian social, political and cultural environment is distinct from the rest especially in the West. Hence, practices that apply in the west when brought in the Ghanaian context may differ.

4.7.2 Causes of stress related disorders among journalists

As discussed earlier in the study, by some researchers, (Seely, 2017; Simpson & Boggs, 1999; Browne et al., 2012; Feinstein, Owen & Blair, 2002) that Journalists work due to its nature, are just like Police Officers, fire fighters and Soldiers, hence are clouded with high risk for PTSD, emotional stress and other trauma stressor illness. Thus, stress related disorder which has dire consequences on contents, news consumers and the mental health of journalists themselves are assessed.

The researcher in quest to provide answers to the overall goal of the study, as well as provide answers to the research question; the result shows that although several factors attributes to journalists experiencing stress related disorders such as killings, violence, war, natural disasters, interactions with victims of tragedies and disasters, harassment, threats, imprisonment, and torture of journalists, fatal accidents, earthquakes, shootings, long working hours and heavy work load, unintended exposure of gory images/videos in line of work, childhood abuse or sexual abuse among others, are among the numerous factors that prevalent in this setting however, may be different to other settings depending on context. Majority of the respondents agree that the listed causes above are synonymous with what is experienced in the Ghanaian context. This is supported by a statistical significance of chi square test run for all items are $p < 0.05$.

This finding is in supports of Feinstein et al. (2015); Seely (2017); Yang (2018); Shah et al (2020) whose findings all indicates that killings, violence, war, natural disasters, interactions with victims of tragedies and disasters, harassment, threats, imprisonment, and torture of

journalists, fatal accidents, earthquakes, shootings, long working hours and heavy work load, unintended exposure of gory images/videos in line of work, childhood abuse or sexual abuse(not limited) are among the types of stress related disorders found in their settings among Journalists.

4.7.3 Stress related disorders influence on journalists' performance

The researcher wanted to find out how stress related disorders affect or influences Journalist's performances. Owing to the idea that media persons are encountered with stress-related disorders that can affect them in many ways. These may range from risks of life-threatening infections which cause biological disruptions and worsen health conditions of people with stress related disorders.

The researcher conducted a person correlation to test for relationship between the various identified stress disorders and Journalist Performances. Hence "Pearson 'r' of post traumatic stress disorder (PTSD) and journalists' performance"; "Pearson 'r' of acute stress disorder and journalists' performance"; "Pearson 'r' of reactive attachment disorder and journalists' performance"; "Pearson 'r' of adjustment disorder and journalists' performance" was conducted and the result showed a significant negative correlation between the various stress related disorders and journalist job performance. Thus, results of Pearson 'r' for post-traumatic stress disorder (PTSD) and journalists' performance showed a statistical negative correlation between PTSD and Job Performances of the journalist. While results of Pearson 'r' for acute stress disorder and journalists' performance found a statistical negative correlation. Also, a significant negative correlation for of Reactive Attachment Disorder and Journalists' Performances well as Adjustment Disorder and Journalists' Performance all reported a statistical negative correlation

between adjustment disorder and journalist performance. The result of these findings suggests that since journalist experience the various stress related disorders identified, they do relate to the performance. Hence affects their performances. This finding may explain the position espoused by Rice (2015) in bid to explain the cognitive behavioral theory that it is not all negative and painful emotions (fear, sadness, anger) are bad but can be proper and useful to motivate individuals to protect themselves, and take actions to claim their rights.

This finding is in consonance with Feinstein et al, (2002; 2015); Shah et al, (2020); Song et al (2019), who posited that as journalists are exposed to traumatic scenes, there is a negative “societal effect” which has an impact on the wellbeing journalists.

4.8 CHAPTER SUMMARY

The chapter presented data analyzed using Statistical Package for Social Sciences (SPSS 16) version. The data was analyzed, and the findings were presented and supported with relevant literature and theories that underpinned the study.

CHAPTER FIVE

SUMMARY OF FINDINGS: RECOMMENDATIONS AND CONCLUSION

5.1 INTRODUCTION

This chapter constitutes the summary of findings, conclusions, recommendations, and limitations based on the findings of the study. The summary of findings, conclusions and recommendations reflect on the objectives of the study as well the relevance of the study to the public.

The purpose of this study was to assess perceptions of media persons on stress related disorder and influence on performance. The present study employed quantitative research method in gathering data which were processed, presented and analyzed in the quest to find answers to the research questions and make recommendations thereafter. The findings of the research are therefore summed up as follows;

5.2. SUMMARY

The purpose of this study was to assess perceptions to media persons on stress related disorders and how it influence job performance. This study employed a quantitative research approach to investigate the issues of stress related disorders and influence on performance of Media among 106 purposefully selected media persons comprising of reporters, editors, camera operators, bloggers and writers who experience stress at work. Using an adapted version of the Depression, Anxiety and Stress Scale - 21 Items (DASS-21), which is a set of three self-report scales designed to measure emotional states of depression, anxiety and stress. The researcher

distributed a set of 120 self-administered questionnaires to respondent over a two weeks period and received 110 of which 106 were validly suited for data analysis. Subsequently, data collected was analyzed using version 16 of data analysis software SPSS (Statistical Package for Social Sciences 16.0)

5.2.1 Summary of Main Findings

The demographic results showed that out of the 106 valid responses gotten, were of the Age range of 21 to 60 years with over 1year minimum working experience and over 15 years maximum work experience. In addition, majority (56) of the respondents were male while 50 were female. The result showed that over majority of the respondents (94%) has ever experienced stress related disorders as a result of nature of their work or jobs.

Data Analysis and discussion using the research question showed four major type of stress disorders which were prevalent among media persons in the country. These include; posttraumatic stress disorder (PTSD), Acute Stress Disorder (ASD), Adjustment Disorders (AD), Reactive attachment disorder. This finding was found to be in support of Thakur et al (2016); Leigh (2017); Song et al (2019); Shah et al's (2020) studies who found the aforementioned types of stress disorders were among the dominant stress related disorders found among working population as well as journalists in their respective studies.

In addition, while it has been established throughout this study that it is in the nature of journalist work to encounter some sort of stress related disorders, the researcher was also interested to find out what are the causes of these stress related disorders among media persons in the country. The findings indicates that similar to the findings of Feinstein et al. (2015); Seely (2017); Yang (2018); Shah et al (2020) in their respective studies, this present study found

killings, violence, war, natural disasters, interactions with victims of tragedies and disasters, harassment, threats, imprisonment, and torture of journalists, fatal accidents, earthquakes, shootings, long working hours and heavy work load, unintended exposure of gory images/videos in line of work, childhood abuse or sexual abuse are all but not limited causes of stress related disorders among Journalists in Ghana.

Furthermore, the researcher wanted to find out how stress related disorders affect or influences Journalist's performances. The researcher conducted a person correlation to test for relationship between the various identified stress disorders and Journalist Performances and found that in opposite to results of Feinstein et al, (2002; 2015); Shah et al, (2020); Song et al (2019) that stress related disorders are positively associated with stress related disorders, this present study found a statistical negative correlation between the identified stress related disorders and job performances among journalist in the country. These findings suggest that since journalist experience the various stress related disorders identified, they are found to influence or related to their performances. This finding may explain the position espoused by Rice (2015) in bid to explain the cognitive behavioral theory that it is not all negative and painful emotions (fear, sadness, anger) are bad but can be proper and useful to motivate individuals to protect themselves, and take actions to claim their rights. Hence, why these issues are not topical in our society.

5.3 CONCLUSION

The main objective of this study was to assess perceptions to media persons on stress related disorders and how it influence job performance. The following conclusions were drawn based on the outcome of the study.

The study concludes that in Ghana, the work of the journalist although does not largely involve coverage of wars and natural disasters rampantly as happens in the US or in the Western countries, majority of media persons in Ghana have encountered stress related disorder in their line of work. As a result, these stress related disorder type are often in form of posttraumatic stress disorder (PTSD), Acute Stress Disorder (ASD), Adjustment Disorders (AD), Reactive attachment disorder types and are often caused by the following activities; found killings, violence, war, natural disasters, interactions with victims of tragedies and disasters, harassment, threats, imprisonment, and torture of journalists, fatal accidents, earthquakes, shootings, long working hours and heavy work load, unintended exposure of gory images/videos in line of work among others.

Having established the above, the research also concludes based on the findings that encounters with these stress related disorders do affect the performance of the media person/journalists directly or indirectly although as established by the results of the Pearson correlation in Chapter 4.

5.4 LIMITATIONS OF THE STUDY

The quest to meet the deadlines of the research placed some limitations on the study.

Ordinarily, probability sampling method would have been the ideal sampling strategy to employ in this kind of study. However, due to the nature of record of journalists and media persons almost none properly kept, the researcher resorted to purposive sampling which would allow the researcher the laxity to select respondents who can respond to the questionnaire due to their expertise in the industry.

Again, it must be noted that result of this study is a reflection of media persons behavior in the Greater Accra and may not largely reflect the views of other journalist in other parts of the country unless the context are similar, only will the result be a reflection of the state of media operations. As a result, extended reach is encouraged in future studies

One other limitation of this study is inability of the researcher to find out how stress related disorders are managed among the media persons in Ghana. This would have painted the picture on how they handle the situations and probable recommendations that could help them out in future.

In addition, one limitation that cannot be lost sight of is inadequate literature for the literature review section. It was difficult getting literature on stress related disorders among media persons in the Ghanaian and even within the African context. Most of the literatures reviewed were situated within the Western context. This owes to the fact that, generally, there have been minimal studies of the subject matter within the African context. The researcher therefore situated much of the analysis within the framework of literature from the West. It is hoped that

this study will contribute to the minimal literature on information on stress related disorders encountered by the media persons and how they affect their performances within the African and Ghanaian contexts.

Lastly, some respondents were reluctant to provide the researcher with the necessary cooperation. After several weeks of following up the request from the respondents which sometimes proved futile, the researcher had to rely on the ones provided to progress. This largely delayed the progress of the researcher thereby making the researcher spend more time than she would have spent. Nonetheless, these limitations, though challenging to an extent, did not in any way invalidate the study. The study is well placed to explain the issues of stress related disorders among media persons in the country.

5.5 RECOMMENDATIONS FOR FUTURE STUDIES

Future researchers can broaden the scope of this study by including other regions other than greater Accra to ascertain if the dynamics may be different due to the additional localities added.

Future studies can also look at the how media persons in Ghana manage stress related disorder in relation to their work. It can further look if media organizations have put mechanisms in place that can help media persons who encounter the challenges lessen their burdens

Future studies can also look at the various types or a type of the stress related disorders found in this study to find out how it nature in the Ghanaian media environment.

5.5. 1 Recommendations for Practitioners

The following recommendations are made based on the research objectives findings, discussions and conclusions of the research in the area of stress related disorder and journalist performance.

- i. There should be media literacy on stress related disorders for practitioners to be conscious of stressors encounters. Thus, sensitization must be made at all levels from institutions that are channeling professionals to the society.
- ii. In order to effectively ensure efficient and effective work performance, the study recommends that media managers should adopt counseling assistance programmes, clinical consultations, and adopt work rotation for practitioners to lower stress.
- iii. It is also recommended that media persons should be conscious of the need to protect their health against irregular uncertainties since they are the first at traumatic scenes.

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APPENDIX

APPENDIX A: QUESTIONNAIRE FOR QUANTITATIVE DATA COLLECTION

Perceptions of Media Persons on Stress Related Disorder and Influence on Performance

Dear Respondent,

My name is Christiana Solomon. I am a Masters student of Ghana Institute of Journalism conducting a survey aimed at eliciting responses on how stress related disorders influence job performance in the media landscape.

The study is being undertaken as part of a requirement leading to the award of a Masters of Art in Journalism. All responses will be treated in the strictest confidence, which means that at no point would any name or responses be mentioned or transferred to any institution. My intentions are purely for academic purposes. Participation is voluntary and completion of this questionnaire will be highly appreciated. This study is significant in that the findings will help organizations in Ghana particularly the Media Industry to appreciate the psychological and traumatic ramifications tied to the work of media practitioners and ultimately inform policy on occupational health.

There is no compensation, monetary or otherwise, for participating in this study. Again, your participation is completely voluntary, and I will therefore be seeking voluntary information on your day-to-day work experience.

SECTION 1

The first section of the questionnaire is concerned with demographic information; please indicate by ticking (√) the response that applies to you for each question.

A. Sex

1. Male ()
2. Female ()

B. AGE

1. 21 - 30 Years ()
2. 31 - 40 Years ()
3. 41 - 50 Years ()
4. 51 Years and Above ()

C. MARITAL STATUS

1. Married ()
2. Single ()
3. Widowed ()

E. Which type of media agency do you work with?

1. Television ()
2. Radio ()
3. Newspaper ()
4. Online ()
5. If other, please specify.....

F. Number of years in the media industry

1. 1 - 5 Years ()
2. 6 - 10 Years ()
3. 11 - 15 Years ()

4. 15 Years and above ()

G. Employment status:

- 1. Full time ()
- 2. Part time ()
- 3. Casual ()
- 4. If other (please specify)

H. Educational Level

- 1. No formal Education ()
- 2. Primary ()
- 3. Secondary ()
- 4. Tertiary ()

I. Occupational title

- 1. Reporter ()
- 2. Editor ()
- 3. Camera operator ()
- 4. If other (please specify).....

SECTION 2

STRESS RELATED DISORDERS

Stress related disorders is defined as the mental health disorders that results to anxiety, trauma due to physical, mental and emotional stress. They also come as a result to exposure of traumatic or stressful event.

Please tick [] the option that best describe the actual descriptions that prevails in you at the workplace.

Scale:

1. Never 2. Rarely 3. Sometimes 4. Often and 5. Always

QUESTIONS/ STATEMENTS	Never	Rarely	Sometimes	Often	Always
How often do you go out on assignments?					
Do you cover trauma or violence related stories?					
Have you ever felt stress or experienced trauma during your work?					
How often do you feel stressed?					
Do you still cover stories that can cause stress related experience?					
How often do you cover stories that cause you to experience stress related disorders?					
Have you ever felt like giving up on your job because of an encountered stress or trauma?					

SECTION 3

TYPES OF STRESS RELATED DISORDERS SECTION

There are several types of stressor related disorders encountered by people, and journalists in the line of performing their functions. These types of stress related disorders have been identified as Posttraumatic Stress Disorder (PTSD), Acute Stress Disorder (ASD), Adjustment Disorders (AD), Other Specified Trauma- and Stressor Related Disorders, and Unspecified Trauma- and Stressor-Related disorders, among others. These types have been clearly spelt out in the table below.

Please tick [√], the option that best describe how you feel in your exposure with stressful and traumatic stories or events covered.

Scale:

1. Never 2. Rarely 3. Sometimes 4. Often and 5. Always

STATEMENTS ON EXPERIENCES	Never	Rarely	Sometimes	Often	Always
(P) I felt I was close to panic					
(AS) I was aware of dryness of my mouth					
(P) I experienced trembling					
(AS) I kept re-experiencing the trauma for days					
(P) I was worried about situations in which I panicked					
(R) I found it difficult to relax					
(A) I felt down hearted					
(R) I felt irritated and sad					
(AS) I had repeated and disturbing memories of thoughts and images.					
(P) I had repeated disturbing dreams					
(R) I had difficulty staying or falling asleep					
(R) I felt I wasn't worth much as a person					
(R) I felt distant or cut off from other people					
(A) I felt that I was rather touchy					
(R) I had difficulty in concentrating at work					

SECTION 4

CAUSES OF STRESS RELATED DISORDERS

There are several factors which attributes to journalists experiencing stress related disorders due to the nature of their jobs. The exposure to tragedies and disasters has adverse psychological effect on media persons, and thus are attributed to torture of journalists, harassment, among others.

Please tick [√], from the options provided to show the causes of stress related disorders among media persons.

Scale:

1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5.Strongly Agree

Statements	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
Warfare or Combat					
Insecurity (when you perceive your work is not that safe and secure).					
Violence or war					
Natural disasters or tragedies					
Harassments or Torture					
Threat of death or serious bodily harm					
Dead or Injured in motor vehicle accident					
Long working hours and heavy work load					
Unintended exposure of gory images/videos in line of work					
Childhood abuse or sexual abuse					

SECTION 5

Exercise		
Relaxation		
Time management		
Talk to friends/ families		
Professional help		
Drink Alcohol		
Sleep it off		
Smoke		
Read		
Watch movies/Tv		

Thank you!