

ISSUES OF REFERRAL AND PSYCHOL HEALTH IN EMPLOYEES ORGANIZATION  
PERFORMANCE

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Abstract

*This paper espouses on the issue of referral of university staff and psychol medicine in the health care system. For one, there is the synergy that organization performance and growth has so much in alliance with employees' well being. It then follows that a breach in one may affect the other, especially in latter, being the need for employees' to constantly be in good health to increase productivity. However, while these brilliant ideas may be said to be enduring, the health policies on state owned universities have not really look into the area of referral of a university staff in moments of critical conditions. It may be argued that within each university is the local infirmary. But this is not enough. A staff should be able to decide a clinic of his concern and receive service in the organization's name rather than having to endure the delay in provisions which many a time leads to the demise of the staff. As well it is the concern for psychol medicine as this tends to affect corporate workers more than the structural and the biochemical medicine. The paper then, being a position one, avers that there be an inter statutory service (ISS) where university staff can register and receive an all round medical service at will or in moments of critical conditions without having to endure the bureaucratic processes in government owned sectors.*

*KEY WORDS: Health care, Organization performance, Inter Statutory Service, referral and psycho medicine.*

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I. Introduction

Organization performance or commitment as with some social work analysts is largely dependent on employees' well-being. For one, human kind being a natural lover of the appetite, is reward oriented. Epicurus (344BC) refers to this as psychological hedonism which is the correlation between performance and rewards.

It then follows that if an organization is to grow, management is to be aware that, primarily employees are there to see to their own needs as well. Although, it may well be said that the philosophy of classical economy is yet in operation with most modern industries. Here, it is believed that employees are to see the organization as their own; they are to commit themselves to labour and shun the drives to font personal needs. But then how reliable this can go considering the nature of man for gain, is yet a debate among scholars and social work analysts. In Sinclair et al (2005) employees, all things being equal, will likely judge their cost of staying in a poor working condition as exceeding the cost of leaving the firm (Grawitch, 2007).

According to his findings, organization growth, to a very largely degree, has so much to do with employees<sup>5</sup> overall well-being. It then requires that to have committed employees, management must shoulder the effectual demands of her workers. This includes;- safety, health and welfare. Although, it may well be said that most industries may have provisions in the area of welfare and safety; not, however in the area of health. The debate from social work analysts and published papers has been on the need for management to see to the health of employees especially in the of critical conditions; which many a time require capital flight and according to Ejim (2014) the nation's economy has lost so much to medical tourism.

The above excerpt therefore has shown the medical condition of the country especially on how it militates against work-performance among employees. However, the paper avers the concern for academics general university staff. The demand is not on capital flight or medical tourism, but the place of synergy between the university community and the government own hospitals. The deplorable of state of local infirmaries is not able to meet the medical need of a staff in critical conditions. At such a time like this then, there is the need for a referral as the absence of this either by bureaucratic processes or managerial, insufficiencies is capable of inducing mental breakdown on the part of the staff which in return could result in a step-low in general well-being of the organization. As well there is the need there be a shift in the sort of medical treatment staff receive. Emphasis in psycho medicine has not been able to gain audience as most corporate job givers tend to suffer this more than structural and biochemical ailments. The paper then, content-wise, will attempt to show the correlation between employees<sup>5</sup> wellbeing and organization growth. As well, it will emphasize the area of psychol health and referral of staff as the local infirmaries are not enough to see to the critical conditions of staff. There must be a synergy between the university community state owned hospitals, either in the work region of the staff or outside the state. The staff should be able to access medical services in the name of the organization.

## II. Conceptual Issues of Health and Health Care-System

The ancient Greeks pioneered the stage for conventional medicine. Although whilst before this practice health to many was holistic. It arose from the sociological thought of Hippocrates who had expressed in his ideas the need for naturopathy. To him, health could be gained through this medium and a number of other practices such as a balance of rest, exercise and a moderation in one's diet. These principles then have come to be the basis upon which health and health related issues are accessed. Although, it is never to be forgotten often that various regions of the world have their medical practices. For instance, in the ancient cultures of Egypt, folks attain health by submitting to the laying on of hands from priests. It does not matter to them the source of power gained. What matters to them is that their health is restored. This is especially so with those of them who live at the country side. For those of them in the metropolis, the church restrains their search for health unless in critical conditions or where one is not, devout in one's belief. Although, there are other instances that restrain men from their esoteric search for health. One of these restraints was the indoctrination of conventional medical practitioners. There is always from them, even as seen today, the gainsaying that esoteric medicine or the alternative therapies are not able to give folks health permanently.

It then follows that from the above excerpt, that the issue of health is one thing that can cause folks to go the extra mile. As with most office holders of this country; there is the constant search for medical tourism (Ejim, 2014) and this over flow of capital flight has continued to militate against the commitment of the health care system as many of the political officer holders are able to access medical services abroad and would not then care what becomes of the health care system in the country.

Although, worthy of note, the above x-ray on the health care system of the country is yet a great contention among critics and practitioners, for one, many would argue that the issue of health is not only about the provision of medical facilities, which many of the hospitals, may have. It also includes the place of attitude among practitioners. According to World Health Organization, health is a holistic thing, consisting of one's physical, mental and social well-being. It does not only mean the mere absence of diseases.

In other words, a number of constituents collate an acceptable medical offer. It includes the issue of facilities, environment and policies (Uche et al, 2014). Supposing then, is that the above extraction is our concern as it relates to the medical services meted on university staff not to forget, there is a synergy between the faculty and the environment. The university community saps energy, rising from that of the body to the soul and should have from time to time have an adequate and sufficient means to replete that which is lost to be able to stay fit and impact society. Whereby this is not provided for the workers and all therein, the system could be affected. For instance, a number of departments have few well trained staff who must be retained by all means to generate wealth from the institution and the economy as well. Whereby there is a breakdown in their health or the environment unsafe for them to operate, the department ceases to exist and the resultant effect is that students are not likely to apply to the University for not having the required manpower. Of course, it is never to be forgotten that there are a number of students who apply to a university because there is a certain scholar whose report they have believed and by way of his fame they would love to sit under. The

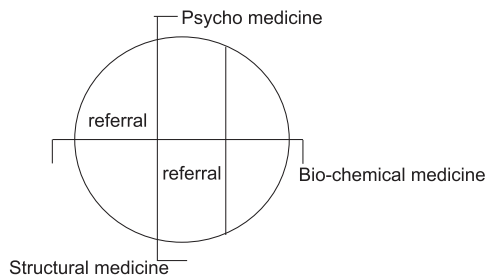
result of this however is that many of such local contents are all on their lane abroad. The paper then avers the need to set in order the medical services of university staff to increase performance and growth and possibly attract foreign students and researchers as this would enable our local contents to return home. This intervention would require management to look into the area of medical facilities in the university infirmary, the issue of psychol healing and referral of staff as these would carry the crux of the paper.

### Psychol Health and Employees' Organization Performance

The Nigerian health system is enshrined in the concurrent list of the 1999 constitution, signifying that the three tiers of government are saddled with the responsibility of health people (Uche et al, 2014). But whilst the constitution may be saying so, in reality we have the contrary. For a true policy must not only be conceptual but operational as well. As for the health system, it involves the provision of the three holistic medicines as practiced round the world. These include- Psychol medicine, structural medicine and the biochemical. The structural and the biochemical are possibly being practiced more in Nigeria, although with still a measure of incompetence as the government has not been able to equip the system with the needed facilities. This probably is the greatest challenge among medical practitioners in Nigeria (Adebayo, 2014).

It then follows that a policy emerging must not only be to curb the system of its appendage. It must be human as it has a way of slowing down productivity in the system. The argument among industrial analysts over this has been on the fact that humans are profit oriented beings. Gone are those days when machines were more highly esteemed above humans. According to these analysts then, a policy must take into account the human tendency to agitate against imperial structures devoid of human considerations. Here then we say that most of the health policies in the state owned universities, have been concerned more about structures, such as the area of drags dispensary, diagnostic files, treatment of minor cases, but without the holistic man being touched. The concern of the paper, no doubt, is on the holistic man which involves the psychol medicine; structural medicine and the biochemical.

As found in the local infirmaries of the universities we have only the structural and biochemical medicine being practiced. A true holistic medicine devoid of bureaucratic processes and imperial policies, will offer to its patient a three hundred degree approach. Besides, psychol medicine tends to affect corporate jobs much more than the structural and biochemical can. Here then, is model showing the three holistic medicines



The Nigerian health care system of state owned universities is bereaved of two major aspects of the above practice. There is the absence of psychol medicine and referral of patient in critical conditions. The psychol medicine for one, we are never to forget is what an organization needs more to survive. It requires the humanistic therapy whereby the emotional well-being of the patient is the concern of the practitioner. For one, it will require a sound mind to give result in his work. A mind devoid of good spirit or wounded by the cares of the day and the social system is never able to function properly. In such a state as this, the patient needs the fellowship of a psychol therapist, for there is the belief at the advent of this practice, that complete health or holistic medicine of a patient, also looks into the area of the mind; for whilst it appears that most human diseases stem from the environment, psychol problem stems from the mind and the nature of the job of the employee and the mind we are to know plays a great role in corporate jobs like academics. Sigmund Freud, Carl Jung; Milton Erickson and many other psychol analysts argue for its practice.

The debate further was that there seems to be an intersection of healing between the mind and the body and that the body often times receives a sort of energy or illumination from the mind. From here then they posit for such mind healing therapies as Bio-energetics, Family counseling; Music therapy, Reflexology,

Dance movement therapy, Massage, Therapeutic touch, logo and colour therapy etc. The whole essence of this sort of therapies is to enable the mind and the body to be in fellowship to be able to enhance or attain maximum productivity in case there is already a break down on the part of the employee.

It then follows that the university staff most importantly require this sort of medicine for his corporate jobs, not necessarily the biochemical or the structural medicine. Corporate jobs require more of sound mind for the employee to function at his best. Although, worthy of mention is also the need for the structural sort of medicine practiced at the local infirmaries. But then, this will probably be needed much more in moments of critical conditions whereby the patient requires a holistic care. It then follows that these two issues -the issue of psycho therapy of the employee and the issue of referral in critical conditions are lacking in our health care system.

### **The Issue of Referral**

It is never to be forgotten that industrial harmony in classical era emerged owing to labour conflict. (Kautman, 2004). This period between 1870 to 1920 stood for the period workers witnessed the doctrine of predominance among the free trade economists and contentions about the harsh-labour management system would compel employees to resign their job.

Part of the demands of employees was in the area of their health as this period encouraged the use of machines; thereby by reason of industrial emission, the environment was not safe for employees to work. There was constant pollution of the air for those of them who worked in the industries. And during this period, there were never trade unions with an organized system that could negotiate for the legislative protections over the rights and interests of workers (Ege Onu, 2005).

This concern then would further pave way for such doctrine as the doctrine of collective bargaining; interventionism and volunteerism where upon there was to be employees' involvement in the legislative matter of the organization. Also, the state magisterial power was now beginning to act as a third party to ensure that employees were not denied of their legislative seats for; labour had been perceived as a social and economic mechanism capable of influencing the masses. This sort of reaction in the economy would further give way for the emergence of such social reformers as Webs Karl Max and Sidney (Fashoyin, 2002). It then follows that over the years management has not really been fair to workers especially in the area of health. Other areas as in the case of salary increment may have won audience, but not in the area of health. There has not really been any flexible health policy seeing to the health of workers especially as obtainable with the local university infirmaries.

Here the health system does not encourage workers to access an enriching medical services, especially in critical conditions. Workers are either left to themselves or are given a palliative treatment and the consequence of this is that the organization is affected, most especially where there is no subordinate or a competent hand. As scholarship will have it, most of our local contents are fast rendering their sen/ices abroad. There are universities that do not have certain departments due to lack of manpower and to get such a needed hand would require on the part of the management a three sixty degree care.

The paper would then posit that the issue of referral in the health care system of the universities is a one that requires an urgent attention. There is need there be a fellowship between a university and state owned hospitals such that in critical conditions a staff can be referred or access medical services from the hospital without charge. This would probably enhance the efficiency of workers and save them of the energy they waste at the local infirmaries and much more retain our local contents from travelling abroad.

### **III. Methodology**

This paper being an opinion one, employs secondary resources as the basis of its thesis. The research, as the name suggests, would love to contribute to the on going debate about employees' well-being but with emphasis on health especially in the area of psychol medicine and referral staff in critical conditions.

### **IV. Conclusion**

This paper espouses on the issue of referral of university staff and psychol medicine in the health care system. For one, there is the synergy that organization performance and growth has so much in alliance with employees' well being. It then follows that a breach in one may affect the other, especially in latter, being the need for employees' to constantly be in good health to increase productivity. However, while these brilliant

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### Recommendations

Two major prayers may be needful for this paper

1. **That the management establish inter-statutory service between state owned hospitals and the universities. Here staff could be referred to in critical conditions without being left to themselves all alone. They should be able to access medical services in the name of the institution they belong**
2. **Corporate jobs should now begin to think more of psycho medicine as a way of improving organization performance. Workers should have an enabling environment that can trigger their creativity. As well, offices must be set in order with aesthetic frames. These have a way of inducing the emotion of employees before work. Psychol medicine then which is the concern of mind body therapy is what corporate workers need more from time to time and this also has a way of combating sudden ailments.**

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