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RESEARCH ARTICLE

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ANALYZING THE EFFECT OF PRECARIOUS WORK ON EMPLOYEE FLOURISHING AT KNUST HOSPITAL IN GHANA: DOES EMPLOYEE DIGNITY MATTER?

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ABSTRACT

In recent years, significant changes have begun to engulf the employment systems found in virtually all the developing and advanced capitalist nations. These changes have provoked a widening stream of books, articles, government reports, policy analyses, and social movement activism, much of which has centered on the proliferation of precarious work. In light of this, the present study seeks to investigate the effect precarious work has on employee flourishing and employee dignity among nurses at Kwame Nkrumah University of Science and Technology (KNUST) hospital, to assess the precarious work of nurses on how it affects their engagement in their work and their ability to remain in their jobs. Moreover, the study seeks to address the relationship between precarious work and employee flourishing. One hundred and five (105) questionnaires were administered to nurses in the (KNUST) hospital. The data was analyzed using the SPSS. Our study results discovered that employee dignity was found to be positive among the Nurses at KNUST hospital. The results also indicated a positive relationship between precarious work and employee dignity among the nurses in KNUST hospital. Also, the level of flourishing of nurses in their jobs can be predicted by their level of precarious work. Accordingly, the study recommends that employers, government, and stakeholders adopt sustainable development agenda to protect workers, promote decent work and economic growth, eliminate poverty, and reduce inequalities.

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INTRODUCTION

The recent upsurge in precarious work holds great importance in employees' life both inside and outside the organization. Employees' life (family life, social life, work life etc.) matters to them a lot, and there are instances where certain jobs they find themselves, deny them certain fair advantages such as certainty, stability, social benefits etc (Hewison, 2016; Kalleberg, 2000; Kalleberg & Hewison, 2013; Rodgers, 1989; Vosko, 2010). In a rather old yet still very useful definition, Rodgers (1989) explains precarious work along four dimensions: the degree of certainty of continuing employment, the degree of control over working conditions, wages, and the pace of work, the degree of labor protection (e.g., against discrimination, unfair dismissal, unacceptable working condition, social protection),

the income level. "The proliferation of precarious employment – work that is unstable and insecure, offers limited rights, protections, and benefits, and allows workers limited autonomy, recourse, or control – is symptomatic of a global shift in the very nature of work" Goldring and Landolt, (2011, p.326). Employee flourishing is defined broadly to include employee thriving (e.g., vitality and learning), happiness (e.g., positive moods and emotions) and engagement (e.g., job satisfaction and self-determined motivation). So, we can see that the consequences of precarious work on employee flourishing is not only restricted to work and the workplace but also affects many non-work domains, including individual health and well-being (e.g., owing to mental stress, poor physical health, and uncertainty about educational choices), family formation (delayed entry into marriage and having children), and the nature of social life more generally

(community disintegration and declining social cohesion). From the University of Iowa studies employee flourishing in business. She found out six functions that employees need to flourish (Colbert, 2016). Task assistance helps getting work done by answering questions, providing feedback, or assisting with a specific task. Career advancement helps to advance careers by providing advice, access to contacts, and other career-related resources. Emotional support helps coping with stress by listening and responding to supportive ways. Friendship- becoming a friend or companion. Personal growth helps with growing and developing as a human being. Giving to others- relationships that provide the opportunities to assist, mentor, support or care for the other person. Workplace dignity is defined as individual's perception about respect and trust, equal treatment, valuation of one's worth, fair-treatment, autonomy and freedom of expression and decision making enjoyed by employee at the workplace. When it comes to workplace dignity, there are legal obligations that arise only when an employment relationship exists. In certain jurisdictions for example, employers must pay employees at least a minimum wage, provide employees with paid annual vacation or leaves of absence for medical reasons or for the purposes of raising children and other unplanned incidents that may occur such as sickness or accidents. All of these arguably contribute to the dignity of employees, and when such employment standards do not exist, or when they exist in a diminished form (e.g., when workers and employers can largely 'contract out' of these standards), then the dignity of employees is diminished as well. Wiredu, Yang, Inuwa, et al., (2023) posited that employees contribute greatly to nation's economic growth. As we all know from the definition of precarious work stated above, we can see that employees doing precarious work do not enjoy workplace dignity since employee dignity in the workplace assures respect and trust, equal treatment, valuation of one's worth, fair treatment, autonomy etc. to the employees, which precarious work denies them. Precarious work has effects on both employee dignity and employee flourishing. Hence, employee dignity might not be guaranteed when it comes to precarious work, and if employee's dignity is not guaranteed then their flourishing might as well be at stake. Therefore, there is a correlation between precarious work and employee flourishing, and employee dignity plays a moderating role.

Motivation and contribution of the study: The contemporary study concentrates on Ghana because in our part of the world where unemployment has become the order of the day, employees are willing to be underemployed or precariously used, however the goal of businesses and organizations have not changed from maximizing profits or satisfying shareholders and as such the welfare of its employees should be catered for, for higher productivity and profits. Precarious employment is associated with low levels of job satisfaction, a worker's perception of the "overall goodness of their job." Employee flourishing is key to organization manifesting its goal and objectives as well as employee dignity. Regarding precarious employment, extant literature indicates that employee flourishing or (and) job satisfaction is a key component of well-being, thus unhappy employees are likely to be unhappy in other part of their life. It is therefore vital that we examine what precarious work is and its effect on employee flourishing and employee dignity. Thus, the essential objective of this study is to describe the nature of precarious work, employee flourishing and employee dignity among health staff at KNUST hospital, to determine the relationship between precarious work and employee flourishing on staff at KNUST hospital. Lastly, to analyze the mediating role of employee dignity in the relationship between precarious work and employee flourishing. Furthermore, in order to achieve the objectives of the study, the following study questions were designed; (1) What is precarious work and its effect on employees flourishing and employee dignity? (2) What is the relationship between precarious work and employee flourishing on health staff at KNUST hospital? (3) What is the mediating role of employee dignity and the relationship between it, precarious work and employee flourishing?

Accordingly, the contributions of this present study are as follow; (1) theoretically, the present paper enriches the humanistic theory (HT) by analyzing the effect of precarious work on employee flourishing at

KNUST hospital in Ghana. (2) The study of precarious work is essential because it sheds light on employee dignity and their flourishing at the workplace. This study also aims at educating not just the employee (health staff in KNUST) but most importantly the employers on how some of their policies or decision-making affects employee flourishing and employee dignity. (3) The study will also serve as an archive for researchers and students to resort to when carrying out further research on this topic in the near future. This study would therefore help employers to know that it is important to give employees flexible employment relations. Also, this study is going to make employers give employees personal dignity, freedom of association, personal safety and freedom from fear of physical harm, and the extent of participation in civil society. The remainder of the investigation is systematized as follows; section 2 of the study entails the theory that underpins the study and review of related literature. Section 3 provides a thorough explanation of the research methodology, research design, demographic, sample size, and data collection procedure. Section 4 presents the study results and discussions. Section 5 provides the conclusion, limitations and recommendations for future studies.

Theoretical Underpinning and Literature Review

Humanistic Theory (HT): The term "theory" is used with surprising frequency in everyday language. It is often used to mean a guess, hunch, or supposition. You may even hear people dismiss certain information because it is "only a theory." But in the realm of science and in business, a theory is not merely a guess. A theory presents a concept or idea that is testable. Humanistic theory is based upon the idea that everyone has the potential to make a contribution to society and be a good and likeable person if their needs are fulfilled. Abraham Maslow and Carl Rogers led the humanistic theory movement and it was Maslow who developed the "pyramid of needs". Maslow believed that fulfilling the needs in the correct order would allow individuals to become self-actualized, fully able persons. So only after the basic physiological needs such as food, shelter, warmth – are met can individuals move on to the next stages; the need to feel secure, to be loved and accepted etc. Maslow developed his theory not by studying mentally ill patients, which is where much psychological knowledge had derived from up to that point, but by studying healthy, productive, creative individual's lives and careers. He concluded that there were common characteristics which were shared by successful individuals including self-acceptance, openness and respect for other individuals.

Moreso, Carl Rogers felt that, in addition to Maslow's hierarchical needs, in order for a person to develop fully that they needed to be in an environment which would provide them with genuineness, acceptance and empathy and that without such a nourishing environment healthy personalities and relationships would be unable to flourish. Humanistic theory is basically about the development of the individual. It was very popular in the 1970's but seems to be slightly out of favor today as western nations have generally moved slightly towards the political right and there is more emphasis on conforming and contributing to, a slightly more conservative society. Of course, whilst humanistic theory does have a very strong focus on the individual, it is based upon the belief that well developed, successful individuals are best placed to make a positive contribution to society. Humanistic theory suggests that the achievement of happiness is frequently dependent upon achieving, or giving yourself the license to, investigate and pursue your own deepest interests and desires. There are a whole range of conditions that must be met before any person can work on becoming self-actualized. According to the "needs hierarchy" described by Abraham Maslow, people must first secure their basic "organismic" needs (including adequate food, clothing and shelter necessary to keep themselves alive). Having achieved the basics, they next worry about and work to achieve: a feeling of adequate safety, a sense of belonging (to one or more social groups and relationship), and a sense of self-respect and social respect. Self-actualization, the drive to do all that you desire to do with your life, is something that only emerges as a motivator of behavior after all the earlier needs are adequately satisfied. This study sets to explain the effect precarious work has on employee flourishing

and employee dignity. Humanistic theory would explain how individuals regulate themselves to become self-actualized, fully able persons.

Precairous workrelationship: From a linguistic standpoint, Jean-Claude Barbier places the origin of the terms “precariousness or precarious” in the common latin root *precor* (pray) or precarious (obtained by praying), dating back to the late Middle Ages or the Early Modern era, depending on the specific country considered. Also, historians like Marcel van der Linden have adopted the perspective of the *longue duree*, taking into account the categories of the causal poor and of casualized wage labour to trace the origins of precarity from Ancient Greece to the present. Looking at the Marxian tradition, evidence of the use of precarious/precariousness can be found in Friedrich Engels’s Communist Manifesto, and even in Marx’s Capital. In recent decades, significant changes have begun to engulf the employment systems found in virtually all the advanced capitalist nations. These changes have provoked a widening stream of books, articles, government reports, policy analyses, and social movement activism, much of which has centered on the proliferation of precarious work. By this term we mean work that is uncertain, unstable, and insecure and in which employees bear the risks of work (as opposed to businesses or the government) and receive limited social benefits and statutory protections (Hewison, 2016; Kalleberg, 2000; Kalleberg & Hewison, 2013; Rodgers, 1989; Vosko, 2010). Accordingly, the recent rise of precarious work holds great importance, not only for the work situations and career opportunities that workers can expect but also for broad macrosocial issues involving the role of the welfare state and the nature of economic policy. It seems safe to conclude that much of the political stability that characterized the advanced capitalist world during the post-World War II years stemmed in no small part from the availability of secure employment at reasonable pay enjoyed by many sectors of the labor force. Since the erosion of this source of institutional stability raises many questions about the governance of the social order in the neoliberal age, it warrants close scrutiny by scholars and decision-makers alike. Precarious work has made the availability as well as the quality of jobs riskier and more uncertain. The consequences of this are not restricted to work and the workplace but also affect many non-work domains, including individual health and well-being (e.g., owing to mental stress, poor physical health, and uncertainty about educational choices), family formation (delayed entry into marriage and having children), and the nature of social life more generally (community disintegration and declining social cohesion). Moreover, the anxiety, anger, anomie, and alienation produced by the spread of uncertainty, insecurity, and inequality associated with precarious work have motivated workers to adopt protective strategies to defend themselves. Coming after long periods of economic and social development after World War II, the current upsurge in precarious work has raised concerns that hard-won gains by workers during this period may be lost, a situation that seems likely to erode the legitimacy of established institutions (Standing, 2011).

Employee flourishing relationship

The concept “employee flourishing” is a very common one in business. And in our social setting at large, “flourishing” plays a very critical role. Flourishing, a term from positive psychology, describes the experience of “the good life”. According to the “founding father” of flourishing, Dr. Martin Seligman, flourishing is the result of paying careful attention to building and maintaining the five aspects of the PERMA model. The PERMA model is a model Seligman developed to explain what contributes to a sense of flourishing. The five factors in his model are: positive emotions, engagement, relationships, meaning and accomplishment (Seligman, 2011). Positive psychologist and professor Dr. Lynn Soots (n.d.) describe flourishing as the following: “Flourishing is the product of the pursuit and engagement of an authentic life that brings inner joy and happiness through meeting goals, being connected with the passions, and relishing in accomplishments through the peaks and valleys of life.” Flourishing is defined as having high levels of both hedonic well-being and eudaemonic well-being (Huppert 2009; Huppert and So 2013; Keyes 2002). Hedonic well-being comprises subjective and

emotional well-being which, in turn consists of the component’s happiness, life-satisfaction and a positive-negative affect balance (Diener 1984). Psychological well-being and social well-being are part of eudaimonic well-being and includes a wide variety of components such as meaning, engagement, purpose of life, positive relations and personal growth (Keyes 2002; Ryan *et al.* 2008; Ryff 1989). Flourishers seem to have excellent mental and physical health and are more resilient to vulnerable and challenges in life than non-flourishers (Bergsma *et al.* 2011; Diener and Seligman 2002; Huppert 2009; Kobaa *et al.* 2011; Lyubomirsky *et al.* 2005, b; Ryff and Singer 1998, 2008; Veenhoven. 2008).

Employee dignity relationship: Dignity is a fundamental value for humanization process in organizations, including organizational cultures and social relationships in the workplace (Lamont, 2000; Hodson, 2001; Bolton, 2007; Sayer, 2007; Lucas, 2015; Bal, 2017; Kostera and Pirson, 2017; Pirson, 2017). The sense of value, satisfaction, and dignity of the employees depends on how people treat each other in social relationships (Lindemann, 2014; Marianski, 2016). Furthermore, Kant developed the concept of ‘respect for persons’ and stated, “act so that you will treat humanity, whether in your own person or in that of another, always as an end and never as a means only” (p. 420). The kind of respect that Kant calls for is compatible with achieving our ends by enlisting the aid of other people, as is the case in the employer-employee relationship. However, Kant’s principles suggest that treating people only as a means, so that they are no different than mere things, is an act against humanity (Boatright, 2003). Additionally, we extend this logic to the employment relationship and argue that just because an employee must be told that his or her help is no longer needed, this does not allow management to treat this individual as mere object or production unit. Kant further argues that respecting people means that we cannot be indifferent to them, as indifference is a denial of respect (Arnold and Bowie, 2007). Yet, attempts to present objective professionalism and standardized phrasing of all termination interviews to reduce litigation potential could well enhance perceptions of indifference or lack of respect for the terminated employee as an individual.

Employee links, fit, and sacrifice relationship: Links are defined as the formal or informal connections between a person, institutions, or other people (Hom *et al.*, 2010). Links to the organization can be described as the relationships that an individual has with the organization (people, groups, departments, work teams) and the relationships that the individual has with others at work (co-workers, superiors). The links to these entities are all classified under links to the organization whilst links to the community comprise the ties that individuals have in their communities especially with friends, relatives and organizations. It has also been suggested by researchers that the greater the number of links between an individual and the web and the more important those links are, the more a worker is bound to the job, the supervisor and entities in the organizations such as teams (Feeley, Hwang & Barnett, 2008). Accordingly, fit with an organization assesses self-perceptions of congruence with the job, organization and community (Ramesh & Gelfand, 2010). An individual’s perception of their work in the organization and whether there exists a feeling of compatibility between what an individual wants to do or can do and what is actually being done. Fit with the community is the perception of suitability between an individual’s concepts of the community that he/she would like to be a part of and the community what he/she actually live in. Researchers (Zhang, Fried & Griffeth, 2012) have opined that a person will consider how well he or she fits with aspects of the community and surrounding environment such as climate, weather conditions, religious beliefs, physical offerings in the form of housing and leisure (entertainment) activities. For fit in the organization, an individual is more concerned with how his/her personal values are reflected in the core values of the organization. It also describes how an individual accepts or rejects the corporate culture of the organization as a whole. Thus, for stronger ties to the organization or community there must exist a better fit. In addition, Sacrifice is described by Zhang, Fried and Griffeth (2012) as the perceived cost which can be psychological, social, or material of leaving one’s organization and one’s community.

Perceived sacrifice associated with changing jobs focuses primarily on the tangible losses (familiar colleagues, interesting projects or benefits) that would be experienced if an individual left his/her job. Also, the community sacrifice dimension captures tangible losses (ease of commuting, good day care or membership of local club) involved if an employee contemplates leaving the community as a result of leaving the organization. Hence, the greater the sacrifice the stronger the feeling of staying with the organization.

Relationship between precarious work and employee flourishing:

One of the challenges confronting organizations is the decline in the conventional long-term occupational relational obligation, mutual exchange, and employment security, as these have been substituted by elevated precariousness (Utzet *et al.*, 2020). The change in working conditions, and particularly work overload, contribute to the occupational stress experienced by employees and may be negatively associated with their wellbeing (Laurence *et al.*, 2016). Although other reasons exist, overload may occur due to the new legal or market requirements, the implementation of new technologies, staff reductions and reorganization (García Arroyo and Osca, 2019). Morgan and Zeffane (2003) analyzed the influence of different organizational changes, such as technological, structural, and work roles, on employee trust in leaders. Their study indicated that the uncertainty and insecurity due to reorganization and change significantly eroded TL. The negative emotions of employees toward ongoing changes and uncertainty result in reduced levels of trust in the organization, senior management, and line management (Kiefer, 2005). The uncertainty and vulnerability brought about by ownership and top management changes, strategic reorientation, and significant organizational restructuring will challenge and weaken employees' (Sorensen *et al.*, 2011).

Relationship between precarious work and employee dignity:

Precarious work, which means uncertain, unpredictable and risky employment, has become much pervasive and generalised to include even the primary sectors of the economy (Kalleberg 2009). In addition, the erosion of government regulation, the retreating presence of unions, the decline of high-paying manufacturing jobs with the simultaneous increase in low-paying service sector jobs have all contributed to rising precariousness and indignity at work (Berg and Frost 2005; Kalleberg 2009). This is especially the case with workers lower down the occupational hierarchy who face indignities of poor working conditions such as insecure employment, capricious treatment and a lack of voice (Berg and Frost 2005; Sayer 2007). Dignity is understood in multiple ways (Lucas 2017). It is often presented as a self-evident term that needs no explanation and is guaranteed by the normal, unspoken but accepted conventions of mutual respect in everyday life (Lucas 2015; Sayer 2011). This implies that dignity is an unconditional right to which all people are equally entitled simply for by virtue of being human (Lucas 2017). It is a core human characteristic that is universally applicable to all human beings (Bolton 2007; Misztal 2013; Lucas 2011; Sayer 2011).

RESEARCH METHODOLOGY

Research Methodology, thus the Research design, techniques, collection of data and the Organizational profile, in our case KNUST Hospital in simple terms made up this chapter. The research population and the selection of sample for the study was discussed in brief. This Chapter also briefly talked about the data collection instrument being primary or secondary data collection, the size of the said sample, the sampling techniques and the required methods of data analysis. The health workers in KNUST HOSPITAL, located in the Oforikrom Municipal were the primary source of data or data collection in this study or research.

Research design: Research design illustrates the guiding principle linking the element of the methodology that was employed in this study. Research design links the standard to the research method and the technique that will be used to collect the empirical data. This method is practical and it is applied to access the subject of the research (Denzin and Lincoln 2000). The questionnaire for the main

survey was guided by internet research, article and other findings on precarious work, employee flourishing and employee dignity. In order to begin the genuineness of issues developing from the literature, the imperative data must be acquired. The survey collected the views of respondents on the effects of precarious work on employee flourishing and employee dignity of nurses at the KNUST hospital. This chapter further discussed the methodology of this study and provided a justification for the use of the research methods. A quantitative research approach, also known as the "traditional or positive research method," is an investigation into a social or human problem based on putting a theory made up of variables to the test, measuring them with numbers and the analyses is done using statistical procedures to see if the theory's predictive generalization holds true (Creswell, J.W., 2003). According to Creswell (2002), this study technique considers honesty or reality to be something that exists in the world and can be assessed objectively and quantitatively. In view of the researcher's relationship with the subject of research, the quantitative research method holds that the researcher should remain detached and independent from the subject of investigation in order to ensure an objective analysis and assessment of the subject. Quantitative research is not value-laden because the researchers' values are kept out of the study. This quantitative method was adopted in the undertaking of this study.

Study Population, Sample size and Sampling technique: The research population in our study worked at both the main university hospital and the student clinic in Kwame Nkrumah University of Science and Technology in Kumasi. The Kumasi metropolitan is one of the country's main administrative and commercial centers, and it is structurally suitable for the study's implementation. Staff from the University Health sector made up this group. According to Parahoo (1997) and (Wiredu, Otoo, & Yang, 2021), a research population is the total number of units from which data can be collected including individuals, events or organizations. A population for research is defined as the full set of a case from which a sample is taken for research purposes (Saunders *et al.*, 2007). The population of this study involved the nurses at the KNUST hospital located in the Oforikrom Municipal. Sampling process involves the selection of a group of people, events with which to conduct a study (Bruno and Grove, 2003). It is practically bulky and tedious in most cases studying all the elements within a population. The study employed simple random sampling in the selection of respondents. A sample size is the number of units of analysis that entails the sample determining the number of questionnaires to be administered to collect the necessary data for analysis (Kumepkor, 2002). This rule was first discussed in medical literature by Hanley and Lippman-Hand (1983).

This study adopted the formula, $3 * (n1+n2+n3)$ where 'n' represents the sum of items of a variable.

The sample size therefore is;

$$=3*(12+8+15)$$

$$=3*(35)$$

$$=105, \text{ therefore, the sample size for this study is } 105.$$

Sources of data: The focus objective of this study is to examine how precarious works affect employee flourishing and how their dignity plays a (moderating) role. The main technique used for data collection was Questionnaires and it was made to be answered by the health staff of the Kwame Nkrumah University of Science and Technology Hospital to get their views on the said research topic. There are two types of data for research. These are primary data and secondary data. We used mainly the primary data in our research work although some secondary data such as articles and journals on the said research topic was resorted to as and when needed. Sounders *et al.*, (2007) and (Wiredu, Yang, Otoo, *et al.*, 2021) explains Primary data as data collected specifically for the research being undertaken. There are several primary data sources which includes interviews, surveys, questionnaires and a whole lot. The major sources of primary data for this study were structured questionnaires administered to the health staffs of Kwame Nkrumah University of Science and Technology Hospital. The responses on the questionnaires provided answers or information to the research questions of this study.

Data collection: Data collection plays a very critical role in the statistical analysis. This part mostly consisted of how data was retrieved and collected and technique(s) used to enable the researcher to meet the various objective of the research. We used questionnaires to collect our data from the staffs in the Kwame Nkrumah University of Science and Technology Hospital within the Oforikrom Municipality, Kumasi. A well-structured questionnaire was used effectively to obtain credible data from the nurses at the KNUST hospital. This tool was appropriate for the study because, it is the easiest way to gather data for research and it is not expensive. According to Colin *et al.* (2007) and (Wiredu *et al.*, 2022) in the design of questionnaires, care must be taken to make it as short as possible, questions asked should follow each other in a logical and sequential manner, the questionnaire should be divided into parts that correspond to the various issues the researcher wants to investigate, there is the need to ask the easier question first and also the questionnaire should be designed to look attractive. This criterion was used as a yardstick for designing research questionnaires for the study. The questionnaire was structured in a way to provide specific response to answer the research questions of the study. The first section of the questionnaire seeks information about demography of the respondent; gender, age, marital status, years of experience, level of qualification and department. The second section provide answers on their precarious work. The third section seeks information about employee flourishing and the last section is about the employees' dignity.

Data analysis techniques: Data analysis entails methods and approaches that aid in the organization and summarization of collected data in way to answer research questions stated. The data collected from respondents is raw, and this raw data obtained is useless to the study unless such data is transformed into information for decision making purposes (Emory and Cooper, 1991). The data analysis was conducted by means of the SPSS package (Statistical Package for Social Sciences, 2010). Descriptive statistics was computed to determine the distribution of the data and the degrees to which the variables exist in the sample. Cronbach alpha coefficients were computed to determine the reliability of the measuring instruments (Field, 2009; Wiredu, Bo, Labaran, *et al.*, 2021). Correlations were computed by means of the Spearman's Rank-Order correlation coefficient (Field, 2009). Statistical significance was set at 0.05 (Field, 2009). Correlations between the variables were reported. Ordinal regression was computed using precarious work as the independent variable and employee flourishing, and employee dignity as dependent variables.

Validity and reliability of data: Validity estimates how accurately the data obtain in the study represent a given variable in the study (Mugenda, 2008; Wiredu *et al.*, 2021). To comply with this, the researcher together with the supervisor reviewed the questionnaire to be administered to check for content validity of the technique. Reliability is the extent to which results are consistent over time and the total population under study is presented accurately (Healy and perry, 2000; Wiredu *et al.*, 2020). The most commonly used internal consistency measure is the Cronbach Alpha model; Cronbach's Alpha was adopted to measure internal consistency and reliability. Cronbach's Alpha is a reliability coefficient that portrays how well items in a set are positively correlated to one another, with a measure of 1 being higher in terms of internal consistency and reliability with 0.7-0.9 being acceptable (Wiredu *et al.*, 2023; Revelle and McDonald, 2006). Hence, the responses on the factors were tested with Cronbach's Alpha Model to check the questionnaires' scale of reliability and consistency. The Cronbach's Alpha model was suitable to determine the consistency with respect to the inter-item covariance and scale reliability.

ANALYSIS AND DISCUSSION

This section of the study presents the result analyzed from data collected in the field. The presentation makes use of tables. The presentation of results in this chapter included demographic of the respondents and description and inferential exposition of the objective

of the study. One hundred and five (105) questionnaires were distributed to nurses in the Kwame Nkrumah university of Science and Technology Hospital. The data was analyzed with 104 responses which represented 99.05% as valid responses and 1 response was invalid. The analysis is based on the 99.05%.

Sociodemographic characteristics of respondents: The demographic characteristics of respondent's present findings concerned with gender, age, marital status, educational background, level of qualification, and the number of years' respondents have worked with their current hospital. Accordingly, the socio-demographic characteristics of the respondents are presented in table 1. The respondents of the survey represented Nurses in the selected hospitals in Kumasi metropolis. Out of the 104 respondents, the number of females were 61, which represented 58.1% and the number of male respondents were 44, which also represented 41.9%. The age distribution of the respondents shows that most of the respondents are in category 21-30 years that is 44% (46) of the total respondents. 31-40 years represented 38.1% (40) of the respondents, 41-50 years representing 17% (18) and 51-60 represented 1% (1) of the respondent as the least respondent. Concerning the marital status distribution of the respondents, a total of 61 which represented 58.1% of the sample were single and 44 which also represented 41.9% of the sample were also married. Respondents with 0-5 years of experience account for approximately 58.1% (61). This result gave credence to the youthful nature of the surveyed population. Nurses with 6-10 years' experience were 35 representing 33.3% of the respondent. 5 respondents representing 4.8% of the survey had 11-15 years of experience. Employees with 16-20 years of experience were 4 which also represent 3.8% of the total respondents. This shows that a lot of people have worked not for so long in firms. The respondents were asked to indicate their highest educational qualifications. According to the given data, respondents with an undergraduate degree were 20, representing 19% of the respondents. Postgraduate degree recorded 17 of the respondents which represented 16.2%. Diploma and HND also recorded the least respondents, which are; 64 and 4 representing 61.0% and 3.8% of the total respondents respectively. This shows that a lot of the respondents who responded to this study had a diploma certificate and were literates.

Table 1. Demographic characteristics of respondents

Item	Category	Frequency	percentage
Gender	Male	44	41.9%
	Female	61	58.1%
Total		105	100%
Age	21-30	46	43.8%
	31-40	40	38.1%
	41-50	18	17.1%
	51-60	1	1%
Total		105	100%
Marital status	Single	61	58.1%
	Married	44	41.9%
Total		105	100%
Work Experience	0-5	61	58.1%
	6-10	35	33.3%
	11-15	5	4.8%
	16-20	4	3.8%
Total		105	100%
Qualification	Post Graduate	17	16.2%
	Under graduate	20	19%
	HND	4	3.8%
	Diploma	64	61%
Total		105	100%

Source: Researcher's survey 2023.

Descriptive of Variables

Precarious Work: The results from the precarious work data collected from the respondents have been presented in table 2. Thus, from the table below, PW was used to represent precarious work. PW1, PW2, PW3, PW4, and PW5 represent each item under the variable (precarious work).

Table 2. Distribution of responses on precarious work

Item	1	2	3	4	5	Mean	STD
I settle for my workplace schedule	1 (1.0%)	9 (8.6%)	44 (41.9%)	34 (32.4%)	17 (16.2%)	3.58	.899
I settle for my wages or salary	5 (4.8%)	17 (16.2%)	40 (38.1%)	33 (31.4%)	9 (8.6%)	3.23	.988
I'm able to demand better working conditions	4 (3.8%)	17 (16.2%)	35 (33.3%)	38 (36.2%)	11 (10.5%)	3.33	.997
I'm able to defend myself towards unfair treatment	4 (3.8%)	8 (7.6%)	27 (25.7%)	38 (36.2%)	28 (26.7%)	3.74	1.056
I'm treated in an authoritarian manner	12 (11.4%)	16 (15.2%)	35 (33.3%)	24 (22.9%)	18 (17.1%)	3.19	1.225
I don't feel easily replaceable at the workplace	9 (8.6%)	19 (18.1%)	38 (36.2%)	23 (21.9%)	16 (15.2%)	3.17	1.156
I take home my monthly wage or salary	6 (5.7%)	16 (15.2%)	26 (24.8%)	31 (29.5%)	26 (24.8%)	3.52	1.186
I use my monthly wage and salary to cover basic needs	6 (5.7%)	9 (8.6%)	32 (30.5%)	36 (34.3%)	22 (21.0%)	3.56	1.091
I do not work on weekly holidays	22 (21.0%)	26 (24.8%)	27 (25.7%)	14 (13.3%)	16 (15.2%)	2.77	1.339
I take sick leave when I'm not well	6 (5.7%)	14 (13.3%)	27 (25.7%)	33 (31.4%)	25 (23.8%)	3.54	1.160
I take some days off for personal reasons	13 (12.4%)	16 (15.2%)	23 (21.9%)	30 (28.6%)	23 (21.9%)	3.32	1.312

Source: Researcher's survey 2023.

Table 3. Distribution of responses on employee flourishing

Items	1	2	3	4	5	Mean	STD
I lead a purposeful and meaningful life	1 (1.0%)	2 (1.9%)	17 (16.2%)	41 (39.0%)	44 (41.9%)	4.19	.845
My social relationships are supportive and rewarding.	0	4 (3.8%)	22 (21.0%)	45 (42.9%)	34 (32.4%)	4.04	.831
I am engaged and interested in my daily activities	0	1 (1.0%)	21 (20.0%)	42 (40.0%)	41 (39.0%)	4.17	.778
I actively contribute to the happiness and well-being of others.	0	1 (1.0%)	20 (19.0%)	40 (38.1%)	44 (41.9%)	4.21	.781
I am competent and capable in the activities that are important to me.	0	0	15 (14.3%)	52 (49.5%)	38 (36.2%)	4.22	.679
I am a good person and live a good life	0	0	6 (5.7%)	36 (34.3%)	63 (60.0%)	4.54	.605
I am optimistic about my future.	0	0	10 (9.5%)	30 (28.6%)	65 (61.9%)	4.52	.666
People respect me.	0	0	10 (9.5%)	33 (31.4%)	62 (59.0%)	4.50	.667

Source: Researcher's survey 2023.

Table 1. Distribution of responses on employee dignity

Items	1	2	3	4	5	Mean	STD
Trust leads to fair treatment	4 (3.8%)	11 (10.5%)	19 (18.1%)	26 (24.8%)	45 (42.9%)	3.92	1.174
In my view respect enhance your level of trust among the peer group	2 (1.9%)	4 (3.8%)	25 (23.8%)	39 (37.1%)	35 (33.3%)	3.96	.950
I will enjoy working in a peer group where the level of trust is high	0	1 (1.0%)	27 (25.7%)	40 (38.1%)	37 (35.2%)	4.08	.805
I will enjoy working in a group where people respect each other	1 (1.0%)	3 (2.9%)	12 (11.4%)	40 (38.1%)	49 (46.7%)	4.27	.847
Organization with no equal gender policy leads to sexual harassment	5 (4.8%)	15 (14.3%)	33 (31.4%)	26 (24.8%)	26 (24.8%)	3.50	1.153
Discrimination on the basis of gender leads to inequality in the organization	1 (1.0%)	18 (17.1%)	28 (26.7%)	30 (28.6%)	28 (26.7%)	3.63	1.085
When there is a mismatch between my skill set and assigned role it affects my esteem	2 (1.9%)	15 (14.3%)	23 (21.9%)	41 (39.0%)	24 (22.9%)	3.67	1.044
Unfair distribution of work hurt me	1 (1.0%)	9 (8.6%)	19 (18.1%)	33 (31.4%)	43 (41.0%)	4.03	1.014
My self-esteem is enhanced if I have freedom to decide the process of my work	0	7 (6.7%)	22 (21.0%)	37 (35.2%)	39 (37.1%)	4.03	.925
Discrimination in allocation of work put me off	2 (1.9%)	4 (3.8%)	24 (22.9%)	45 (42.9%)	30 (28.6%)	3.92	.917
I will enjoy having the authority to take decisions at my work	2 (1.9%)	4 (3.8%)	23 (21.9%)	54 (51.4%)	22 (21.0%)	3.86	.860
Unfair treatment of colleagues hurt me	1 (1.0%)	7 (6.7%)	34 (32.4%)	30 (28.6%)	33 (31.4%)	3.83	.985
I believe inequality leads to injustice	0	9 (8.6%)	23 (21.9%)	33 (31.4%)	40 (38.1%)	3.99	.976
Lack of freedom of expression affects my autonomy	1 (1.0%)	5 (4.8%)	26 (24.8%)	34 (32.4%)	39 (37.1%)	4.00	.951
Not being allowed to disagree affects my sense of autonomy	2 (1.9%)	6 (5.7%)	21 (20.0%)	37 (35.2%)	39 (37.1%)	3.9	.990

Source: Researcher's survey 2023.

Employee flourishing: The result from the employee flourishing data collected from the respondents have been presented in table 3.

Employee Dignity: The results from the work engagement data collected from the respondents have been presented in table 4.

Reliability Statistics: The Cronbach's alpha values were calculated to assess the internal consistency reliabilities of precarious work, employee flourishing and employee dignity shown in table 5. Hinton et al. (2004) have suggested four cut-off points for reliability, which include excellent reliability (0.90 and above), high reliability (0.70-0.90), moderate reliability (0.50-0.70) and low reliability (0.50 and below). The reliability text shows that, precarious work, employee flourishing and employee dignity recorded high reliability value of .731, .767 and .765 respectively.

Correlation Between Employee Flourishing, Precarious Work and Employee Dignity: Table 6 shows spearman's correlation coefficients, significance values, and the number of cases with non-missing values. Spearman's rank correlation coefficient was considered since the data was not normally distributed as shown in the table below. The Kolmogorov-Smimov and the Shapiro-Wilk test were significant which in principle make the data not normally distributed. The spearman's correlation coefficient is a measure of linear association between two variables. The values of the correlation coefficient range from -1 to 1. The sign of the correlation coefficient indicates the direction of the relationship (positive or negative). The absolute value of the correlation coefficient indicates the strength, with larger absolute values indicating stronger relationships. From the table 1.7, the absolute value .401 of the correlation coefficient indicates a strong positive association between precarious work and employee flourishing. Again, the correlation coefficient of .249 shows that there is a weak positive correlation

between employee flourishing and employee dignity. Moreover, precarious work and employee dignity also shows a strong positive correlation with a correlation of .468. This indicates that the association between the variables are significant.

Table 2. Reliability test

Item	Cronbach's alpha	N of item
Precarious work	.731	11
Employee flourishing	.767	8
Employee dignity	.756	15

Source: Researcher's survey 2023.

Table 6. Normality test of variables

	Kolmogorov-Smirnov ^b			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
PW						
EF						
ED						

Source: Researcher's survey 2023.

Table 7. Correlation between the variables

		PW	EF	ED
PW	Correlation	1	.401**	.468**
	Sig. (2-tailed)		.000	.000
	N	105	105	105
EF	Correlation	.401**	1	.249*
	Sig. (2-tailed)	.000		.010
	N	105	105	105
ED	Correlation	.468**	.240*	1
	Sig. (2-tailed)	.010	.010	
	N	105	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Source: Researcher's survey 2023.

Regression model

Precarious work and employee flourishing: Since the variables were not normally distributed, Ordinal Regression was conducted on precarious work as the independent variable and employee flourishing as dependent variable to figure out the equation that described the association or relationship between the variables. The results are shown in the tables below.

Table 8. Model fitting information

Model Fitting Information				
Model	-2 Log Likelihood	Chi-Square	df	Sig.
Intercept Only	364.184			
Final	333.271	30.913	15	.009
Link function: Logit.				

Source: Researcher's survey 2023

Goodness-of-fit test model results: The model fitting information in table 9 and 10 below showed a significant value of .000 which is an indication that the model fit the data very well.

Table 9. Goodness-of-fit test model result

Goodness-of-Fit			
	Chi-Square	df	Sig.
Pearson	52.067	27	.003
Deviance	34.124	15	.003

Source: Researcher's survey 2023

Table 10. Pseudo R-Square of the model

Pseudo R-Square	
Cox and Snell	.255
Nagelkerke	.256
McFadden	.057
Link function: Logit.	

Source: Researcher's survey 2023

Also, the goodness of fit test determines whether the model is being a good fit for the data. The Pearson's test value gave a significant value while the deviance test value is not significant. The non-significant deviance test value shows that the model fits the data very well.

Precarious work and employee dignity: Because the variables were not normally distributed, ordinal regression was used to determine the equation that represented the relationship between the variables using Precarious work as the independent variable and employee dignity as the dependent variable. The outcomes are presented in the table 11, 12 and 13 below. The model fitting information revealed a significant value of .002, indicating that the model suited the data extremely well.

Table 11. Model fitting results

Model Fitting Information				
Model	-2 Log Likelihood	Chi-Square	df	Sig.
Intercept Only	479.401			
Final	419.734	59.667	30	.001
Link function: Logit.				

Source: Researcher's survey 2023

Table 12. Goodness-of-fit test results

Goodness-of-Fit			
	Chi-Square	df	Sig.
Pearson	62.400	30	.000
Deviance	52.067	27	.003
Link function: Logit.			

Source: Researcher's survey 2023.

Table 13. Pseudo R-Square

Pseudo R-Square	
Cox and Snell	.433
Nagelkerke	.434
McFadden	.090
Link function: Logit.	

Source: Researcher's survey 2023.

The goodness of fit test determines whether or not the model is well-fit to the data. The Pearson's test result was significant, but the deviance test value was not significant. This non-significant deviation test value indicates that the model fits the data extremely well.

Key Findings and Conclusion

This present study examined how precarious work affects employee flourishing and employee dignity among the nurses in KNUST hospital in Kumasi. The descriptive survey design was used for the current study. Questionnaires were employed as the study tool for data collection. A questionnaire survey was distributed to 105 respondents to effectively gather the views of Nurses in KNUST hospital. To address the precise study objectives, the data was analyzed using the SPSS. Our study results discovered the following:

First, regarding the role between precarious work and employee flourishing, the study revealed a positive and a strong correlation between precarious work and employee flourishing. Similarly, the regression result showed a positive significant relationship of (p=0.01) between the variables. This means that precarious work strongly influences employee flourishing among the nurses at KNUST hospital.

Second, on the issue of the relationship between precarious work and employee dignity, the study results indicate that employee dignity was found to be positive among the Nurses at KNUST hospital. The results also indicated that precarious work is a positive predictor of the nurse's employee dignity. The relationship between the nurse's precarious work and employee dignity was found to be positive. The implication is that KNUST hospital nurses who are precarious tend to remain in their respective work with no or low intention of leaving. Therefore, a high-quality relationship between precarious work and employee dignity was found among the employees in KNUST

hospital. Furthermore, the levels of precarious work, employee flourishing and employee dignity among Nurses in KNUST hospital was tested. Precarious work was found to be strong and positive among the Nurses in KNUST hospital. Employee flourishing, as well as employee dignity among the nurse's, were also positive. Averagely, the levels of precarious work, employee flourishing and employee dignity among the nurses were positive, with precarious work predicting the other variables. The correlation coefficient of .510 indicated a strong positive association between precarious work and employee dignity. There was also a weak positive relationship between precarious work and employee dignity with an absolute value of .251. Nurses in the KNUST hospital know how to manage their work which motivates them to flourish in the organization, making them stay with the organization for long. This increases productivity in the long run.

CONCLUSION

In conclusion, this study examined how precarious work affects employee flourishing and employee dignity among the nurses in KNUST hospital Kumasi. From the analysis, it can be concluded that precarious work plays a significant role in health sector. The analytical results obtained from the responses from the distributed questionnaires showed that nurses who who's work were precarious or uncertain have a high tendency to be engaged in their work. The results also indicated a positive relationship between precarious work and employee dignity among the nurses in KNUST hospital. The study revealed that respondents' sex, years of experience and the position they hold has no significant impact on precarious work, employee flourishing and employee dignity among the nurses in KNUST hospital.

Recommendation

The present recommends the following; (1) we expect that this review's findings will provide stakeholders interested in tackling precarious employment and its harmful health effects with evidence on effectiveness of solutions on nurses in KNUST hospital. (2) We recommend that employers, government, and stakeholders adopt sustainable development agenda to protect workers, promote decent work and economic growth, eliminate poverty, and reduce inequalities.

Declaration Statements

Conflict of interest: The author declares no conflict of interest.

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