

## Office Ergonomics Awareness and Safety Challenges in Zamfara State Tertiary Institutions

<sup>1</sup>Ifeoma Joy Nwachukwu & <sup>2</sup>Abubakar

Muhammad Magaji

<sup>1</sup>Department of Office Technology and Management

<sup>2</sup>Department of Business Administration

Federal Polytechnic, Kaura Namoda, Zamfara State, Nigeria

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Corresponding Author:

Ifeoma Joy Nwachukwu

### Abstract

The present study investigates the pressing matter of awareness and safety concerns related to office ergonomics at tertiary institutions in Zamfara State. Ensuring the productivity and well-being of workers becomes more crucial when organizations transform. Within higher education institutions, administrative personnel allocate substantial amounts of their time in office environments. Therefore, it is of utmost importance to address ergonomic and safety issues. Workers' well-being, comfort, and productivity in any workplace, significantly higher institutions, are contingent upon the critical considerations of office ergonomics and safety. Research Methodology: A sample of 200 secretaries and executive officers from 4 tertiary institutions in Zamfara state was selected and provided with a structured questionnaire to assess their knowledge, awareness, and practices related to ergonomics, visual complaints, work posture, and safety concerns. The study used a cross-sectional research methodology and collected data from secondary sources to support the aim of the study. Findings: The research indicated that lack of appropriate equipment for an utterly ergonomic workplace and insufficient awareness of ergonomics among workers hinder the establishment of an organized workstation, resulting in discomfort in posture and job performance. Considering the workers' lack of knowledge about ergonomic procedures, they adapt to the available options, resulting in varying levels of discomfort. Over time, this may become a cumulative factor contributing to job-related accidents, jeopardizing their safety for future employment, and negatively impacting their health and productivity. Conclusions: Hence, institutions must provide efficiently engineered ergonomic office equipment and gadgets that are technologically compatible with specific tasks. Additionally, they should give comprehensive training to staff members on ergonomics and the associated safety issues.

### **Background of the Study**

Human factors, also known as ergonomics, is the scientific field that focuses on studying the interactions between people and other components of a system. The profession utilizes theory, concepts, data, and techniques to design systems that maximize human well-being and total system performance. The terms "ergon" and "nomoi," derived from the Greek meaning "work" and "natural law," are the foundational origins of the vocabulary of ergonomics. Matt 2024 Ergonomics is the scientific examination of human interactions with objects and environments in which they operate. Efficient ergonomics enhances health and safety, minimizes expenses resulting from employee absence and decreased productivity, and ensures that firms fulfill their social and legal responsibilities toward their workers (Emmanuel et al., 2014, 46).

Office ergonomics refers to the appropriate implementation of ergonomic principles in the design of office layouts, workstations, and furniture. It also involves ensuring that all elements of the office work environment align with the abilities and constraints of the workers, preventing any injuries. Effective ergonomic design eliminates potential incompatibilities between the work and the worker, establishing an ideal work environment. Matt 2024. Ergonomics, as defined by the International Ergonomics Association (2014) and cited in Ronald, C.N & Ofoke, S.M. (2018), is the scientific field that focuses on understanding the interactions between humans and other components of a system. The profession utilizes theory, principles, data, and methods to design systems that enhance human well-being and overall system performance. Per this definition, ergonomics is used to achieve the dual objectives of promoting health and enhancing productivity. It is pertinent in the design of items such as secure furniture and user-friendly interfaces to computer systems. Appropriate ergonomic design is essential to avoid repetitive strain injuries, which may gradually grow and result in long-term impairment. Implementing safe furniture, machinery, and equipment in the workplace is heavily influenced by ergonomics, considering the office's operational procedures and environmental conditions. Implementing appropriate ergonomic design to mitigate or avoid repetitive strain injuries and other musculoskeletal illnesses is essential since these injuries may cumulatively result in long-term incapacity for the worker. Office ergonomics and safety domains are paramount in promoting workplace well-being, particularly within the educational sector, where professors and staff personnel dedicate substantial amounts of their day-to-day activities. The study conducted by Idowu, Adoyin, and Adagunodo (2005) revealed that the low level of awareness of ergonomics in Nigeria, particularly in the government sector, may be attributed to Nigeria's lack of familiarity with the advantages of ergonomics or the limited availability of literature on the subject.

Consequently, the government must prioritize ergonomics in its Occupational Safety and Health Administration policies. Office ergonomics and safety provide distinctive issues for educational institutions in Zamfara State and many other places worldwide. These issues include several aspects, such as the ergonomic engineering of workstations, occupational health risks, and strict compliance with safety standards. Given that

inadequate office facility design has been recognized as a causal factor in the occurrence of musculoskeletal injuries related to office work, it is crucial to address the extent of awareness regarding ergonomics in offices, as it has also been found to contribute to musculoskeletal disorders in the workplace (Kalla, 2010). Considering the significance and need for a well-designed ergonomic workplace, ensuring the provision of all essential amenities for such an office and that employees possess comprehensive knowledge of ergonomic principles is crucial. Tertiary institutions include private and public universities, colleges, and technical and vocational schools that promote economic development, reduce poverty, and enhance overall prosperity. Comprehending and resolving these issues is crucial not only for the welfare and efficiency of employees but also for cultivating a favorable work environment for continuous learning and creativity. This introductory statement establishes the context for investigating the ergonomic and safety issues encountered by higher education institutions in Zamfara State. The objective is to clarify these problems' effects and provide improvement methods. This research aims to objectively investigate the health and safety issues encountered by workers at tertiary institutions in Zamfara state, Nigeria, explicitly focusing on office ergonomics and the equipment utilized in the workplace.

### **Problem Statement**

The safety and well-being of workers from work-related accidents, injuries, or diseases are of concern to managers and employers for several reasons. Higher education institutions in Zamfara State are encountering notable obstacles concerning office ergonomics and safety. Failure to address these issues may lead to stick syndromes such as headache, back pain, and eyestrain. Some experts attribute this to ventilation problems and the improper choice of ergonomic office furniture. Workers are further susceptible to many safety and health issues, such as musculoskeletal discomfort, repetitive strain injuries associated with computer use, and elevated levels of stress connected to several contributing variables. A sufficient thorough knowledge, comprehension, and application of ergonomic concepts and safety procedures exists. The absence of adequate ergonomic infrastructure and safety measures leaves the worker vulnerable to hazards, compromised safety, and reduced work efficiency, potentially resulting in musculoskeletal problems, reduced job satisfaction, and workplace accidents. Hence, it is essential to examine and tackle the issues of awareness and management of office ergonomics and safety in Zamfara State Tertiary institutions. This would improve the entire working environment and guarantee the implementation of optimal practices for the welfare of the academic community.

### **Objectives of the study**

The objective of the study is as follows:

1. To examine and resolve workplace safety and ergonomics concerns in Zamfara State's tertiary institutions, with an emphasis on locating and evaluating problems with safety procedures, ventilation, and ergonomic furniture.
2. To also determine the degree of awareness of workers on ergonomic principles and practices with the aim to enlighten them on the dangers posed by non-

compliance to ergonomic principles and practices averting accidents and injuries connected to the job.

## **Review of Related Literature**

### **Overview of Office Ergonomics**

Office ergonomics refers to the design of occupations, workplaces, and equipment to suit the limitations and physical capacities of persons to improve the productivity and safety of workers. Insufficient focus on ergonomics may result in health and safety issues among workers, such as musculoskeletal illnesses, occupational eye fatigue, and repeated injuries. In the context of safety and health in an office setting, office ergonomics refers to the systematic planning and organization of office equipment, facilities, office work regulations, and other activities to offer the workers maximum comfort. The primary goal of office ergonomics is to safeguard employees against harm caused by repeated motions and the mechanical strain resulting from typing, computer screen use, prolonged sitting, and excessively imbalanced work posture. The research conducted by Karl, Kroemer, and Anne, as referenced by Abdul, G., Seow Ta Wee, and Sulzakin M. (2017), asserts that office work is a fully human operational system. Therefore, the primary focus of office ergonomics is to ensure the comfort and satisfaction of those engaged in office tasks, regardless of their kind. In order to provide the necessary comfort to workers, it is necessary to try to repair the workplace and its components. This includes designing and arranging computers, desks, seats, floor measurements (workspace), and other adjustable working equipment to match the demands of the employees precisely.

An office is a designated space for professional responsibilities and administrative tasks. The composition of office work is contingent upon the nature of the tasks performed by the employees, often including computer use, telephone or fax communication, and record-keeping and file management (Abdulrahid & Ifeoma, 2023). Integrating employees, physical space, equipment, furniture, and the atmosphere in an office is crucial for promoting and maintaining the well-being and comfort of workers and enhancing their productivity and efficiency (Idowu et al., 2005). According to O'Neill, as expounded upon in the research conducted by Edna, Danjuma, and James (2021), ergonomics may be likened to offices in several aspects. Examine the spatial layout of the office, including the seating arrangements, equipment placement, and the arrangement of windows and doors.

Consequently, it is necessary to verify that the equipment and furnishings are suitable and appropriate for the users of the nature of their job. This includes the configuration of seats, positioning of desks, sharing of printers, computer networking, and any other tools employees may utilize to do their duties. Considering the workplace's environmental factors, such as temperature, ventilation, lighting, and aesthetics, is essential. The personnel at an office consider all these elements about their safety, health, comfort, and productivity.

### **Common Ergonomic Issues, Safety and Awareness**

The time that office workers spend in the workplace, totaling up to 40 hours a week, is significant. Ergonomics play a vital role in their work life, constituting a substantial portion of their existence over time. Incorrect implementation of ergonomics may result in prolonged overstretching of the body, leading to eventual pain or injury, and even lifelong consequences. A lack of proper posture may result in injuries such as carpal tunnel syndrome, which can inflict perhaps permanent harm to the arm or wrist. An essential aspect of ergonomics is the provision of tools to minimize stress and sustain a more optimal posture. Furthermore, they play a crucial role in the industrial sector by mitigating the likelihood of injuries and the subsequent effects on work satisfaction and productivity. Effective ergonomics implementation may enhance workers' health and safety, thereby resulting in increased productivity (Ahmadi et al., 2015). The underlying assumption is that the work environment should be specifically tailored to suit the person and enhance their productivity. To prevent pain and reduce the risk of Repetitive Strain Injuries (RSI) such as Carpal Tunnel Syndrome and other musculoskeletal problems that may increase over time and lead to a permanent disability, it is crucial to implement efficient work habits. Therefore, it is essential to arrange your equipment and workplace in a manner that optimally suits your requirements. Optimizing illumination in the workplace helps prevent accidents, enhance eye-hand coordination, and boost productivity while reducing reject/defective rates (Ajala, 2012). Numerous factors such as organizational structure, culture, desk heights, monitor and keyboard placement, seating arrangement, lighting, design, and working space may significantly impact the level of commitment and productivity among workers.

Consideration of these factors in ergonomics procedures within an organization enhances job performance, boosts overall organizational performance, and increases company profitability (Akinbola & Popoola, 2019). Within the office setting, Ergonomic workstations have the potential to reduce eye strain, frequent headaches, and other typical working discomforts, therefore enhancing workers' job happiness, performance, and business efficiency. Consequences resulting from inadequate workplace ergonomics may include musculoskeletal diseases (MSDs) and injuries impacting the muscles, tendons, and nerves of the body. These conditions are often attributed to excessive effort, incorrect body positions, and repeated movements undertaken in the workplace. The potential consequences include physical pain, discomfort, and prolonged incapacity, which may incur significant costs for both the organization and the employee. Poor postures may bring to headaches, neck discomfort, shoulder pain, and stiffness. As an example, if the desk and chair are positioned at an incorrect height, an employee may slump, leading to potential injury and pain eventually.

Despite the wide-ranging advantages, the ergonomic design of computer workstations has not been widely adopted in most workplaces in developing nations. Consequently, the presence of computer workstations in workplaces that were initially built for paper-based operations, without any accompanying adjustments, increases the probability of injuries and discomforts. The development of computer technology leads to the

advancement of software and computer packages, thereby resulting in a rise in occupational health and safety concerns. This might lead to decreased performance and dissatisfaction. Furthermore, prolonged computer use can lead to eye and vision issues caused by factors such as incorrect viewing distance, inadequate lighting, and glare on the monitor screen. To address this, it is necessary to implement a comprehensive ergonomic awareness campaign and provide and install different types of office ergonomic facilities, including adjustable chairs, ergonomic computers, and ergonomic workstations. This is because the inadequate design of office facilities has been recognised as a predictor variable in the occurrence of office work-related injuries. Additionally, it is crucial to address the level of ergonomic awareness, as it has been identified as a contributing factor to musculoskeletal disorders in the workplace (Kalla, 2010; Niemi & Zaradi, 2014). A lack of awareness among employees about appropriate ergonomic measures and the significance of workplace safety may exist. The research undertaken by Ismaila (2010) focused on the level of ergonomic knowledge in Nigeria, a developing nation that has just established an ergonomics organisation. Ismaila said that it is crucial to determine the extent of awareness pertaining to ergonomics in the nation, considering the benefits derived from the field of ergonomics and the existence of the ergonomic society in Nigeria. Based on his analysis, he determined that there is a significant lack of awareness about ergonomics among Nigerians, regardless of their educational qualifications. This lack of awareness stems from their limited understanding of the advantages that ergonomics can provide, not only for the workplace but also for human health and safety. The implementation of training programs aimed at educating employees about ergonomic principles and safe work practices is motivated by the significant lack of ergonomic awareness in Nigeria, particularly within the government sector, including Tertiary Institutions. This sector is responsible for 80% of the workers who lack sufficient ergonomic awareness (Ismaila, 2010). Consideration of these factors in ergonomics procedures within an organization enhances job performance, boosts overall organizational performance, and increases company profitability (Akinbola & Popoola, 2019).

Given the organizational structure of an office, ergonomic workstations are essential to reduce eye strain, frequent headaches, and other typical working discomforts, therefore enhancing workers' job happiness, performance, and productivity. Consequences resulting from inadequate workplace ergonomics may include musculoskeletal diseases (MSDs) and injuries impacting the muscles, tendons, and nerves of the body. These conditions are often attributed to excessive effort, incorrect body positions, and repeated movements undertaken in the workplace. The potential consequences include physical pain, discomfort, and prolonged incapacity, which may incur significant costs for both the organization and the employee. Within the scope of this research, enhancing ergonomic awareness involves developing a comprehensive training program on maintaining proper posture in the workplace, educating employees on the need to use an adjustable chair if one is accessible, offering a pre-printed manual and guidelines on ergonomics, and, whenever feasible, establishing ergonomic committees and officials to educate members of the organization on the economic advantages of office ergonomics in terms of health and safety.

Another effective and pragmatic method to promote ergonomic awareness, particularly among administrative personnel in our higher education institutions, is to arrange or allocate staff to conferences, seminars, and workshops to provide education on ergonomics and overall workplace safety and health issues. Enhancing employee performance may be achieved by incorporating ergonomics into workplace design. Furthermore, it is crucial to provide comprehensive understanding in the corporate realm on how enhancing the work environment can not only boost performance but also ensure safe working conditions for future tasks. Optimising office ergonomics and safety is essential for preserving both health and productivity in the workplace. A study conducted by Adeyemi (2010) found that workers have ergonomics issues that result in tension, stress, headaches, and other types of discomfort. The implementation of preventative measures, such as the installation of trolleys and lifts, mandatory breaks and computer monitor covers, has significantly improved the safety and health conditions, resulting in sustained productivity growth. Ahankoob and Charehzehi (2013) assert that proper understanding of ergonomics is crucial for ensuring the utmost safety and well-being of workers. However, ergonomics remains a relatively neglected topic in some higher education institutions. Results from the research conducted by Dunmade, Adeyoke, and Agboola (2014) indicated that university staff are experiencing ergonomic hazards. A significant portion of them lack understanding of health issues and stress related to ICT usage. The study also found a positive correlation between ergonomic hazards and technostress, which ultimately has detrimental effects on individual workers' performance. The research undertaken by Momodu Edosomwan and Edosomwan (2014) revealed significant ergonomic shortcomings in computer workstations, furniture, lighting, and temperature. The study shown that 72%, 66%, 47%, and 35% of participants exhibited relative errors in chair height, chair back/arm, temperature, desk height, and lighting, respectively. This research demonstrated that these relative mistakes are responsible for many work-related musculoskeletal problems, including eyestrain, shoulder discomfort, arm pain, and back pain.

### **Theoretical Framework**

The theories of Ergonomics are interrelated and primarily consider the interaction of individuals, goods, and the environment (Wilson, 2000; Laurig and Vedder, 2000). The expectation is that when an interaction adheres to the necessary ergonomic guidelines, workers will not experience any safety obstacles, thereby resulting in increased productivity. This study is suitable for the ecological theoretical framework of ergonomics. Ecological ergonomics refers to the examination of the processes and conditions required to create and maintain a habitable, secure, and conducive work environment for people. The synthesis of ergonomics and ecology, which is the examination of organisms in relation to their surroundings (i.e. the science of work), is relevant for this research due to the fact that some 90% of our lives are spent inside structures, and the circumstances established by the constructed environment are vital for our overall welfare. The hypothesis, first offered by Saunter and Swanson in 1996, suggests that the organisation and physical demands of work are influenced by technology, office equipment, and the type of labour. The hypothesis proposed that

individual variables had a moderating role in the impacts of the office's ecological environment. The present research posits that the fundamental components of the ergonomic practice investigated are the work equipment, physical office environment, and the personnel. Ahankoob and Charehzehi (2013) assert that proper understanding of ergonomics is crucial for ensuring the utmost safety and well-being of workers. However, ergonomics remains a relatively neglected topic in some higher education institutions. Results from the research conducted by Dunmade, Adeyoke, and Agboola (2014) indicated that university staff are experiencing ergonomic hazards. A significant portion of them lack understanding of health issues and stress related to ICT usage. The study also found a positive correlation between ergonomic hazards and technostress, which ultimately has detrimental effects on individual workers' performance. The research undertaken by Momodu Edosomwan and Edosomwan (2014) revealed significant ergonomic shortcomings in computer workstations, furniture, lighting, and temperature. The study showed that 72%, 66%, 47%, and 35% of participants exhibited relative errors in chair height, chair back/arm, temperature, desk height, and lighting, respectively. This research demonstrated that these relative mistakes are responsible for most work-related musculoskeletal problems, including eyestrain, shoulder discomfort, arm pain, and back pain.

### **Methodology**

The research included secretaries and executive officers from four higher education institutions in Zamfara state: Federal Polytechnic located in Kaura Namoda, Federal College of Education in Gusau, Abdu Gusau Polytechnic, and Federal University in Gusau. A cross-sectional research methodology was employed for the study and a sample size of 200 Secretaries and Executive Officers were randomly chosen. Distributed to them were copies of a questionnaire with enquiries on ergonomic knowledge and practices, visual complaints, work postures, and safety barriers. In the absence of any prior research on this subject, the prevalence, denoted as  $p$ , of knowledge of ergonomics was assumed to be 50%. Hence,  $p=50$  and  $q=50$ . Assuming  $r$  equals 10.

Usage of the sample size calculation algorithm yields  $n=200$ . The analysis revealed a sample size of 200, with an estimated error of 10%. Analysis of the gathered data was conducted using Statistical Package for Social Sciences (SPSS) version 20.0 software.

### **Results**

Table 1 below presents the demographic profile of Participants of the study which included 124 males and 76 females with an age range of 20-60, a mean of  $41.1 \pm$  years. It also describes the level of familiarity of respondents with ergonomics.

**Table 1:** Demographic Profile of Study Participants

<b>Gender Distribution of Respondents</b>	
Male	124(62%)
Female	76(38%)
Total	200(100%)
<b>Age of Respondents</b>	
Age Range (years)	Mean Age (mean $\pm$ SD) in years
20-60	41.1 $\pm$
<b>Familiarity of Ergonomic</b>	
Extremely Familiar	1(5%)
Very familiar	66(33%)
Somewhat familiar	22(11%)
Not so familiar	111(55%)
Total	200(100%)
<b>Hours spent on sitting while working in a day</b>	
4-6 hours	89(44.5%)
6-8 hours	110(55%)
8-12 hours	1(5%)
Total	200(100%)

## Workstation Description

**Table 2:** Measured Workstation attributes among study Participants

<b>Description of Workstation Setup</b>	
Organized and ergonomic	2(1%)
Ergonomically fit	86(43%)
Non-Ergonomic Compliant	112(56%)
Total	200(100%)
<b>Workstation organized to support your work</b>	
Strongly Agree	2(1%)
Agree	21(10%)
Strongly disagree	65(32.5%)
Disagree	112(56%)
Total	200(100%)
<b>Chair and Desk provided are comfortable considering backrest, supportive height and good posture</b>	
Strongly Agree	22(11%)
Agree	20(10%)
Strongly disagree	90(45%)
Disagree	69(34%)
Total	200(100%)
<b>Monitor covered with screen protector to reduce eye strain</b>	
Yes	51(25.5%)
No	149(74.5%)
Total	200(100%)
<b>Equipment provided appropriate for use and allow to maintain correct posture</b>	
Strongly Agree	3(1.5%)

Table 2 reported workstation descriptions of the participants of 200 participants, 56% stated that their workstation is non-ergonomically compliant, 43% indicated that they are comfortable and 2% reported organized and ergonomic. The table also shows the response on chairs and desks providing comfort considering backrest, supportive height, and good posture which 11% agreed 45% strongly disagree and 34% disagree. It also shows a report on protection from eyestrain and equipment provided being appropriate for work.

## Ergonomic Assessment and Safety

**Table 3:** Measured Ergonomic Assessment and Safety of Participants

<b>Provision of ergonomic assessment to support your work</b>	
Yes	66(33%)
No	134(67%)
Total	200(100%)
<b>Discomfort or pain while discharging duties</b>	
Yes	97.5%)
No	5(2.5%)
Total	200(100%)
<b>Area where pains are felt</b>	
Neck	24(12%)
Shoulder	26(13%)
Elbow	23(11.5%)
Spine	102(51%)
Others	25(12.5%)
Total	200(100%)
<b>Provision of health and safety guideline regarding ergonomic</b>	
Yes	47(23.5%)
No	153(76.5%)
Total	200(100%)
<b>Training on Office Ergonomic</b>	
Yes	23(11.5%)
No	177 (88.5%)
Total	200(100%)

The data presented in Table 3 shows that 33% of respondents said that there is no provision for ergonomic evaluation to assist their job, while 33% answered that such provision is provided. Reports on the level of comfort or discomfort experienced while doing tasks and the specific locations where pain is felt are also shown. In terms of prevalence, the spine had the greatest rate at 51%, followed by the shoulder at 13%, neck at 12%, elbow at 11.5%, and other sites at 12.5%. The table also indicated whether the implementation of health and safety standards pertaining to ergonomics was carried out. 23% of respondents said yes, while 76.5% disagreed, stating that such recommendations were not supplied. A survey was conducted to assess participants' level of training in

ergonomics and their exposure to safety issues related to the equipment they use. The results showed that 88.5% of participants reported no training, while 68% indicated that they face safety challenges specifically concerning the equipment they work with.

### **Discussion of Findings**

The concept of workplace well-being is undergoing development, and there are ongoing initiatives to foster a culture that prioritizes the health and safety of the workplace. The results of these studies indicate that the workstations lack complete ergonomics, which might potentially compromise the safety of the personnel. Research conducted by Olushola (2021) revealed that office layout, design, and office environment had a statistically significant impact on forecasting workforce health and safety. Additionally, the study discovered that office ergonomics also affect the health and safety of employees. Owing to legislative shortcomings and the lack of knowledge among workers and employers, instances of work-related injuries might arise. The employees lack comprehensive awareness of their safety and get inadequate training to effectively avoid and manage safety risks, therefore posing a potential risk to their health. In this research, a significant proportion of the participants, namely 55%, lack familiarity with ergonomics. This low level of familiarity indicates a pressing need for enhanced awareness in this area. Thorough understanding of ergonomics is essential for office workers to prevent certain risk factors that may jeopardise their health and safety. Furthermore, it has been disclosed that the workers are not supplied with suitable equipment that adheres to the ergonomic standards for their work. Consequently, they are left to contend with the available equipment, resulting in varying levels of discomfort. This is evident in their reactions to neck pain, spine pain, elbow pain, and other types of pains, as well as the risk of musculoskeletal disorders. This finding aligns with study conducted by Chandwani, Chauhan, and Bhatnagar, which revealed that 80% of their participants had lower back discomfort, neck pain, and shoulder pain. Furthermore, these respondents did not get any kind of ergonomics training. The study conducted by Wee, Mohammed, and Gambo in Katsina, Nigeria revealed that individuals engaged in computer and typing occupations face workplace ergonomic hazards resulting from inadequate office facilities. These hazards include back pain, neck disorders, shoulder pain, and eye syndrome, all of which are categorised as musculoskeletal disorders. The main issues highlighted in this research are the lack of adequate equipment for a completely ergonomic workplace, which hinders the establishment of an organised workstation and generates discomfort in posture and job performance. Considering the workers' lack of knowledge about ergonomic procedures, they adapt to the available options, resulting in varying levels of discomfort. Over time, this situation may build and contribute to job-related accidents, therefore jeopardizing their safety for future employment and negatively impacting their health and productivity.

### **Conclusion and Recommendation**

A comprehensive knowledge of the workplace and the strategic positioning of equipment enables the establishment of a safer and healthier workforce. Organizational ergonomics is a methodology used to enhance employee productivity by providing suitable work

environment and equipment to guarantee the well-being and safety of the personnel. Ultimately, only a workforce that is both safe and healthy can successfully achieve desired outcomes. This research revealed that office workers exhibited little understanding of office ergonomics and the implementation of unfamiliar practices, resulting in suboptimal posture and unfavorable working circumstances. Provision of appropriate equipment that adheres to ergonomic criteria is necessary to ensure the safety and well-being of the personnel. It is important to provide workers with training on ergonomics, since it is only by being aware of the potential hazards associated with not adhering to certain practices that one can ensure their safety. Efficient research of ergonomics and the promotion of knowledge about it are crucial, particularly in regions such as Northern Nigeria where awareness is lacking.

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