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INFLUENCE OF PARENTING STYLES AND NURTURANCE ON THE PSYCHOSOCIAL DEVELOPMENT OF ADOLESCENTS IN ENUGU STATE: IMPLICATION FOR EMPLOYABILITY AND GLOBAL COMPETITIVENESS IN THE NEW NORMAL

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Abstract

This study was on the influence of parenting styles and nurturance on the psychosocial development of adolescents in Enugu State: Implications for employability and global competitiveness in the new normal. Four research questions guided the study. Evaluative survey design was adopted for the study. The population of the study was all the senior secondary school students (SS III) in Enugu State during the 2022 academic year. The sample size consisted of 1000 students selected through multi-stage sampling techniques. The research instrument was a questionnaire made up of 50 items in four clusters and the data collected were analysed using Bar Chart to answer research question 1 and mean scores for research questions 2, 3 and 4. The findings revealed among others that parents in Enugu state use permissive styles of parenting, that the children fall short of skills for global competitiveness and employability. Finally, they rated the influence of parenting style on their psychosocial development below average. The following recommendations were made, and they include that parents should realise that parenting is a task and it needs skills, time and resources. Seminars and conferences are to be organized on different styles of parenting. International and local competitions for children are to be encouraged and organized by both parents and other agents of socialization.

Keywords: Nurturance/Parenting Styles, Psychosocial Development, Implications, Employability, Global Competitiveness, New Normal.

Introduction

The term new normal according Johnson (2012) is defined as the state to which an economy or society etc settles following a crises when this differs from the situation that prevailed prior to the crises. It was first used in Philadelphia city by Paul Glover in January 2009 while referring to the need for community. Another context of usage was in Per Jacobson 2010

lecture delivered by Mohammed A. El-Erian at the international monetary fund and was titled navigating the new Normal in Industrial Countries. His context of usage was an attempt to move discussion beyond the notion that crises was not just peripheral but endemic. Other contexts of usage of the term new normal include the following namely; in relation to world war 1, September 11 attack, 2000 -2012 global recession, the Covid -19 pandemic etc.

Giving the above context the term new normal could be severally understood. Briscoe (2005) sees it as living a fear free life in a fear driven world. Again Elzoni (2015) maintained that the new normal is finding of a balance between individual rights and common good. While Mcnamee and Diamond (2004) see the new normal as great opportunities in times o great risk. It can also be seen as current situations from the social, traditional and moral dimensions etc. Since the Covid - 19 pandemic, the term new normal has been increasing used to refer to changes in human behaviour during and after the pandemic. This article settles for the latter usage which sees new normal as changes in human behaviour.

In recent time however, changes in human behaviours has become topical in many literatures which addresses different kinds of adjustments prevalent in the society. Such adjustments/changes reflect either positive/increase in values or decline/negative values. The family is one significant aspect/area of the society impinged heavily by these human changes in behaviours. The moral, social, psychological, economic faces, socialization patterns as well as nurturance and parenting styles inclusive.

Parenting according to Santruck (2021) means implementing a series of decisions about the socialization of the child. This view was collaborated by Kagan (1995) and Learner (1995) who stated that parenting are decisions parents make to accomplish Socialization. Several classifications were made of parenting by great Theorists such as Anne Roe, Baumrind and Melgosa. Anne Roe maintained that parenting styles could be classified into three namely, the neglectful, authoritarian and authoritative parents. Baumrind on the other hand sees parenting as falling into three categories namely, the permissive, authoritarian and authoritative while Melgosa classified parenting styles into permissive, negligent, authoritarian and democratic styles of parenting. Accordingly, Sanctruck (2018) noted that Baumrides' models projected the permissive parents as non punitive, acceptable and affirmative towards the Child's impulses, desires and actions. Santruck further noted that permissive parents consults with him/her about policies, decisions and gives explanations for family rules. The authoritarian parents attempt to shape, control and evaluate the behaviours and attitudes of the child in accordance with set standard of conduct, usually an absolute standard motivated and formulated by higher authority. Authoritarian parents value obedience as a virtue and favours punitive, forceful measures to curb self-will at points where the child's action or belief conflicts with right conduct. The authoritative parents however attempts to direct the child's activities but in a rational, issue oriented manner, they affirm child's present qualities but also set standards for future conducts. They use reason as power to achieve objectives and set goals.

Generally parenting includes what parents do to enable the child become responsible, contributing members of the society, as well as what they do when they cry, are aggressive, lie or do not do well in school. Okudo (2013) stated that it involves a continuous interaction that affects both parents and children. He further stressed that the interaction process shapes

the characters of, or socializes their children and at the same time the children influence their parents through responding positively or negatively to the imparted social values received. Children whose responsive factors are negative are deemed unfit while those whose responsive factors are positive are seen to be highly adjusted psychologically, are achievement oriented and driven, motivated and are materials for global competitiveness and employability.

Employability refers to the ability to gain initial employment, maintain employment and obtain new employment if required. In simple terms, employability is about being capable of getting and keeping fulfilling work. Employability is the ability to have a set of skills, knowledge, understanding and personal attributes. The Wikipedia refers to employability as the attribute of a person that makes that person able to gain and maintain employment hence the interest in ensuring that the competencies and careers which aid an understanding about the world of work are embedded in education, nurturance and parenting. Employability is fostered by positive concept of self, leadership and problem solving skills, self understanding, mastering, good analytical skills, understanding of work culture, tact and assertiveness, efficiency and ability to communicate etc. According to Harvey (2015) employability is defined as the ability of a graduate to get a satisfactory job. Furthermore Chan et (2018) refers to employability as individuals perception of his or her possibilities in getting new, equal or better employment.

As stated earlier, the advancement in technology has made the world a global village where a lot of transactions take place in its limited global space, employability inclusive. It is worth mentioning that employability demands competencies, knowledge of ICT and Social Media, Global Exposure, Infrastructures, sound knowledge of Science, Technology, Mathematics and English language and high level of skills in its limited economic space. However, because the global economic space is not too vast, there is bound to be competition in her limited viable global space. Global Competitiveness in economic terms refers to an ability of a nation to supply high quality goods and services at reasonable costs resulting in satisfactory returns. It also means the quality of capital and human resource factors produced and supplied by a nation at the global market. It emphasized on quality of the output be it human or capital resources. Human resources are the amount of competent resourceful skilled personnel available for employment especially in the global space. These personnel's were trained, nurtured and exposed to different forms of learning both formal learning and informal learning. Very often the family (parents) through their styles of nurturance, socialization and parenting are at the crust of what most of these personnel's turn out to be. Literature is replete affirming the very high esteemed role played by parents through parenting to achieve the cognitive, socio-cognitive and psycho-cognitive and psychosocial adaptations of their young adolescents, (Arinze, 2008; Ezirim, 2005; Umeano, 2006; Nwokolo, Anyamene and Anyachebelu, 2006,) in order to make them employable or unemployable as well as compete favourably in the Global space.

Psychosocial development is an adaptation that anchors on the psychological and social adaptation of a young child to enhance palpable adjustments in order to make these adolescents employable as well as compete favourably well in global space. Parents are expected to adopt some of the following nurturance/parenting styles namely, maintenance of strict discipline, were punitive, were unsympathetic, demanded total obedience, issued

threats, demanded you meet self standards, give complete freedom, encourages independence, were available for discussion, made reasonable demands, reasoned with you, were firm but showed understanding, set limits, gave explanations for decision; allows you solve your problems etc. it is important to stress that the extent to which these parents practice the socialization style items listed above will determine how they model the young adolescents, hence their level of employability and Global Competitiveness.

Statement of the Problem

A cast into the tides of the time will reveal that parenting has attracted the gaze of most stakeholders. What parents are doing and what they are not doing to support adolescents adaptation/development is topical (replete in most literature). (Amadi, 2018; Millika and Radha, 2015; Okudo 2013). This is because of the apparent lacuna noticeable in these children upbringing. Parent no longer give ample time towards parenting. The acculturation of the child is no longer a priority to these parents. The bulk of their socialization is very seldom entrusted to other agents such as the school, media and peer pressure while the parents contribute very little. This consequently leads to the high level of value degeneration found among these adolescents in their adaptation and development. Accordingly Ifeakor (2018) noted that some of these children are guilty of value aberrations such as cult involvement, violence, examination malpractice and other lasting problems that lead to poor concept of self and psychosocial development. These problems have been linked to the type of parenting and nurturance these children received during their critical stage of adaptation/development. Some of these parents see as a new normal the pursuit of more flamboyant attractions such as career related factors and higher social influences consequently neglecting the development of their children. Therefore, the problem of this study is to find out how parenting styles and nurturance have influenced the psychosocial adaptations, employability and global competitiveness of their young adolescence in the new normal.

The main purpose of this study is to investigate the influence of parenting styles and nurturance on the psychosocial development of the adolescent in Enugu State: Implication for employability and global competitiveness in the new normal. The study sought to examine specifically the prevailing parenting styles used in Enugu State in the era of the new normal, to examine consequences of such parenting styles on employability in the epoch of the new normal, to determine the implications of the parenting styles on Global competitiveness in the new normal and to determine the influence of the prevailing parenting styles on the psychosocial development of the adolescents in the era of the new normal.

The following research questions guided the study:

- What are the prevailing nurturance/parenting styles used by parents in Enugu State on their adolescents in the era of the new normal.
- What is the influence of the prevailing nurturance/parenting styles on Global competitiveness of these adolescents from Enugu State in the era of the new normal.
- What is the influence of the prevailing nurturance/parenting styles on employability of adolescents from Enugu State in the era of the new normal.
- What is the influence of the prevailing nurturance/parenting styles on the psychosocial development levels of adolescents in Enugu State in the era of the new normal

Method

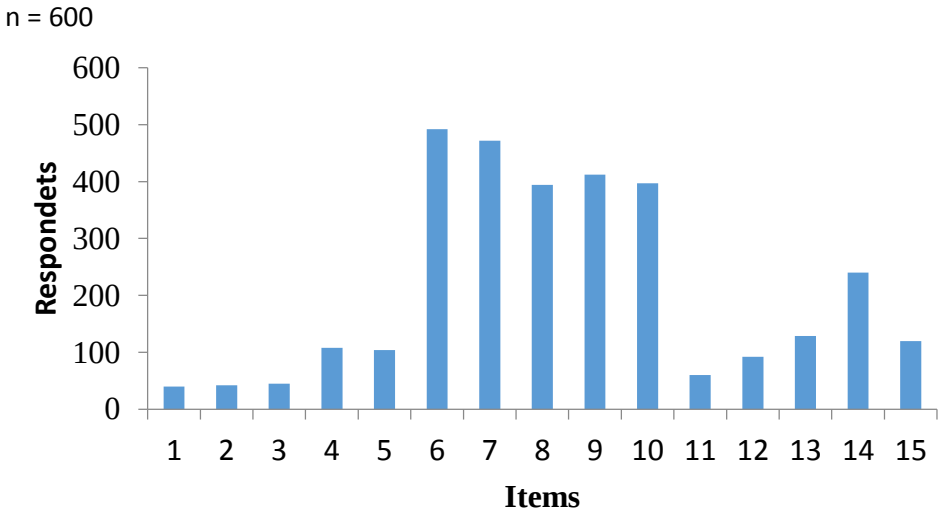
The design was evaluative survey, the area of study was Enugu State and the population of study consisted of all the senior secondary school (SS III) in Enugu State for 2022 academic year totalling 10,620. The sample size consisted of 600 students selected through multi-stage sampling techniques. The reliability of the instrument was established using split half method and result analysed using Cronbachs (α) which yielded a reliability co-efficient of 0.79. A total of 600 copies of questionnaire were distributed through three briefed assistants and all the questionnaires were collected. Mean scores were used to analyse research questions 2, 3 and 4. Any item with a mean score of less than 2.50 for all the research questions were considered not significant while scores above the 2.50 mean marks were considered significant. While a check-list was used for data collection of research question 1 and analysis was done and scores presented using a bar chart. Concerning the check lists, the items appeared on a yes or no answer. The children were asked to affirm those things their parents do to support their socialization and good adaptations.

Results

The data collected from the study were analysed and the summaries systematically presented in a table form as follows:

Research question one: what are the prevailing nurturance/parenting styles used by parents in Enugu state on their adolescents in the era of the new normal

Table 1: A bar chart representing different parenting style used in Enugu State



1 – maintained strict discipline
2 – were punitive
3 – were unsympathetic
4 – demand total obedience
5 – issued threats
6 – give explanation for decisions
7 – allows me to give my own ideas
8 – allows me to solve my problems whether easy or difficult
9 – give complete freedom

10 – encourages independence
11 – reasons with you
12 – demand you meet set standards
13 – made reasonable demands
14 – were firm but showed understanding
15 – set limits

Table 1 Indicates that the result appeared in three clusters, ranges of scores from (1-5) as the first cluster, (6-10) as the second cluster and (11-15) as the third cluster. It also revealed that the respondents scored/nurturance/parenting styles between the ranges of 40 to 492. The cluster in the middle seems to have higher figures than other two clusters.

Research question Two: what is the influence of the prevailing nurturance/parenting styles on the global competitiveness of these adolescents from Enugu State in the era of the new normal.

Table 2
Mean and standard deviation table on influence of nurturance/parenting styles on Global Competitiveness.

S/N	Item Description on Influence of Parenting on Global Competitiveness	$\bar{x}$	SD	Decision
	Helping you discover technical skills	2.04	0.88	
	Encourage knowledge of ICT	2.19	0.76	
	Helping you acquire non formal learning competencies	2.38	0.84	
	Teaches awareness and global usage of social skills	1.49	0.59	
	Creates enabling environment for sound knowledge of (Stem) Science, Technology, English and Mathematics	2.45	0.77	
	Encourage global exposure such as Trips abroad	1.79	0.85	
	Encourage healthy competition by giving incentives	2.47	0.69	
	Helps you compete successfully among peers	3.02	0.71	
	Creates enabling environment for competition	2.18	0.82	
	Provides basic infrastructures for learning such as books, computers, library et.c	2.39	0.73	

Table 2 indicates that among all the items that measured the influence of parenting on global competitiveness of the adolescents, the only item that scored above the acceptable mean score of 2.50 was helping you compete successfully among peers. It has a mean score of 3.02.

Research question three: what is the influence of the prevailing nurturance/parenting styles on the employability rate of adolescents from Enugu state in the era of the new normal.

Table 3: Mean and standard deviation table on influence of parenting on employability

S/N	Item Description on Influence of Parenting on Employability	$\bar{x}$	SD	Decision
	Encourage positive concept of self	2.56	0.72	
	Encourages acquisition of leadership problem solving skills	2.36	0.81	
	Encourages self understanding and mastering	2.17	0.76	
	Helps you appreciate and develop analytical skills	2.28	0.73	
	Helps you develop good communication skills	2.02	0.80	
	Promotes understanding of work culture and general management	2.38	0.76	
	Teaches assertiveness and tact ability	2.30	0.78	
	Creates forum for knowledge and understanding about the world of work	1.89	0.75	
	Teaches you to listen, understand and speak clearly	2.41	0.69	
	Insists on efficiency, precision and clarity	2.19	0.78	

Table 3 indicates that among all the items measured only "encourages positive self concept has a value 2.56. The rest of the items scored below the acceptable mean mark of 2.50.

Research question four: what is the influence of the prevailing nurturance/parenting styles on the psychosocial development of adolescents from Enugu state.

Table 4

Mean and standard deviation table on the influence of nurturance/parenting style on the psychosocial development levels of adolescents.

S/N	Items Description on Influence of Parenting on Psychosocial Development of an Adolescent	$\bar{x}$	SD	Decision
	Ability to participate in communal affairs	2.38	0.82	
	Concern and interest about the future	2.40	0.76	
	Your feeling of security	2.42	0.75	
	The way you feel about meeting people	2.01	0.73	
	Sense of co-operation with others	2.13	0.80	
	Interaction with friends	2.43	0.72	
	Participation in family dialogue	2.02	0.81	
	Interest in other people	2.39	0.75	
	Being of service to other people	2.05	0.73	
	Your behaviour stability	2.06	0.81	
	Your level of smartness	2.39	0.67	
	Your satisfaction with your general appearance	2.40	0.76	
	Your ability to organize social functions	2.42	0.82	
	Relationships with parents	2.19	0.69	
	Level of calm	2.06	0.72	

The data in table 4 revealed that all the items measuring the influence of parenting style on the psychosocial development of adolescents were seen to fall below the acceptable mean score of 2.50.

Discussion of Finding

The observation from table one reveals three very conspicuous clusters. Items number 1 to 5 in the bar chart stands as one cluster. The items contained in the cluster include, maintained strict discipline, were punitive, unsympathetic, issue threats and demands total obedience. The second cluster ranging from number 6 to 10 contains the following items, namely: give explanation allows me to give my own ideas, allows me to solve my own problem whether easy or difficult, gave complete freedom, encourages independence. Third cluster contains; Reasons with you, demand you meet set standards, made Reasonable demands, were firm but showed understanding and set limits. Based on the above, the items contained in cluster one are items that indicate authoritarian style of parenting, the items contained in cluster two are permissive parenting style while the items contained in cluster three revealed Democratic/authoritative style of parenting. The table further revealed that higher scores were recorded for cluster two indicating that the children appraised their parents to have adopted the permissive/negligent style of parenting while raising them. Negligent/Permissive and neglectful while carrying out their parenting responsibilities (Nwankwo and Unachukwu 2006). Parents in Enugu has been appraised by their adolescents/children as practising permissive styles of parenting. According to the results, the items in cluster two were scored as follows, allows me to solve my problems whether easy or difficult (394), allows me to give my own idea (472), Gave complete freedom (412), encourages independence (397), Give explanations for decision (492). The figures indicated the number of adolescents/children that responded on the affirmative in the check list.

Given from the above, the children/adolescents in Enugu (The former capital of East Central State) affirm their parents of being permissive in parenting. This is in line with the findings of Unachukwu and Nwankwo (2006) who stated that parents of nowadays are permissive in their parenting styles. They tend to be distracted by the economic and social pressures in the society (Okonkwo, 2007) thereby giving little or no time towards the socialization of their children (Santruck, 2021).

On research question two, the findings reveal that all the items measured on global competitiveness with respect to parenting scored below 2.50 mean marks except for the parents ability to help children compete successfully among peers. The others which include creating enabling environment for competition, provision of basic infrastructures, global exposure, usage of social skills, non formal competencies and discovery of technical skills; Gana (2010) Badejo (2008) and Umeano (2006) stated that level of attention parents direct towards their children through parenting style influences their achievement academically (Otikpo and Ejide 2021), Psychosocial adjustment (Okudo, 2013) and other competencies such as global competitions. On research question three, all the items on employability except for positive self concept (2.54) were rated below the mean score of 2.50, they include leadership, problem solving skills, understanding and mastering, analytical skills good communication skills, good work culture and general management, assertiveness and tact, understanding about the world of work. Etc. This is also in line with what Badjo (2008), Okudo (2013) and Ironkwe (2021).

Finally, research question 4 looks at the influence of parenting styles on the psychosocial adjustment of the adolescents in the era of the new normal. It was observed that all the items that measure the influence of parenting on adolescents' psychosocial development were seen

to be below the expected mean score of 2.50, implying that parents seem not to contribute so much towards the psychosocial development of their adolescents because of their style of parenting. Some of these parents adopted permissive style of parenting consequently making their adolescents unfit for employability and global competitiveness in the era of the new normal.

Conclusion

In view of the above the adolescents in Enugu State found their parents as using permissive style of parenting. Generally Permissive styles of parenting lack care, concern and interest in the adjustment pattern of the child. Parenting of this kind does not have significant influence in the adaptation of the child neither would it allow meaningful development and adaptation in any domain be it psychosocial domain or otherwise. The above stated factors will consequently make them unfit for global competition and apparently unemployable.

Recommendations

- Parenting is a task and it needs skills, time and resources.
- Seminar and Conferences are to be organised for parents on the different styles of parenting.
- International and local competitions for children are to be encouraged by both parents and other agents of socialization.

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