

**EFFECT OF MENTAL HEALTH ON THE PRODUCTIVITY OF YOUTHS IN
KANYU TOWN COUNCIL, KUMI DISTRICT**

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**UGANDA CHRISTIAN
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DECLARATION

I, Amujal Dinah, solemnly declare that the research report submitted in partial fulfillment of the requirements for the award of bachelors' degree in social work and social administration is the result of my own original work. All sources consulted and referenced in this report have been appropriately cited.

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APPROVAL

This research report has been submitted with my approval as the university supervisor

Signature  Date 

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DEDICATION

I dedicate this research report to my parents for their unwavering love, support, and encouragements have been the driving force behind my academic journey. Their belief in my abilities and constant motivation has been instrumental in helping me overcome challenges and reach this milestone.

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LIST OF ACHRONOMNS

CVI	:	Content Validity Index
KTC	:	Kanyu Town Council
NPA	:	National Planning Authority
SPSS	:	Statistical Package for Social Sciences
WHO	:	World Health Organization
WLB	:	Work-Life Balance

ABSTRACT

This research report was undertaken to examine the effect of mental health on the productivity of youths in Kanyu town council, Kumi district; the study was carried out using three objectives namely; to analyze the impact of social support on interpersonal relationships at work among youths in Kanyu town council, to assess the influence of substance use on career progression among youths in Kanyu town council, to determine the effect of work-life balance on time management among youths in Kanyu town council. The researcher used a sample size of 63 respondents and used questionnaires to collect data and later the data was analyzed using the statistical package for social sciences (SPSS). Results of the first objective showed that social support has a significant effect on interpersonal relationships at work among youths in Kanyu town council. Supported by the following responses; 33% strongly agreed, 29% agreed to the statement that a supportive work environment can improve overall morale, making youths feel more valued and appreciated by their peers; 48% strongly agreed, 13% Agreed to the statement that social support helps youths feel like part of a community, which enhances their sense of belonging and connection with colleagues. Results of the second objective revealed that substance use has a significant effect on career progression among youths in Kanyu town council.. Supported by the following responses; 35% strongly agreed, 21% Agreed to the statement that substance use can lead to decreased focus and productivity, hindering youths' ability to meet work expectations and advance in their careers, 33% strongly agreed, 47% Agreed to the statement that youths who use substances may have higher rates of absenteeism due to health issues or addiction-related problems, negatively impacting their career progression, Results of the third objective showed that work-life balance has a significant effect on time management among youths in Kanyu town council. 43% strongly agreed, 25% agreed to the statement that youths who achieve work-life balance can be more flexible in their time management, adapting to changes and unexpected demands more easily. There is need for Kanyu town council to foster an inclusive and collaborative workplace culture that encourages open communication and mutual respect. Employers can facilitate team-building activities and social events that allow young employees to interact in informal settings, building trust and camaraderie.

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CHAPTER ONE

INTRODUCTION

1.0 Introduction

This study sought to investigate the effect of mental health on the productivity of youths in Kanyu town council, Kumi district. The productivity of youths plays a crucial role in driving economic growth and social development. When young people are productive, they contribute effectively to various sectors such as education, technology, and industry, which foster innovation and efficiency. Productive youths help enhance the workforce by bringing fresh ideas, energy, and skills to the job market. This, in turn, leads to increased economic output, improved living standards, and reduced dependency on social support systems. This chapter consists of background to the study, statement of the problem, purpose of the study, objectives, and research questions, scope of the study, significance of the study, conceptual framework and definitions of key terms.

1.1 Background of the study

In the United Kingdom, mental health and its impact on youth productivity have been a growing concern over recent decades. Historically, the 2000s saw increased recognition of mental health issues among young people, leading to various governmental and non-governmental initiatives aimed at improving mental health services (NHS England, 2018). A 2020 report by the Mental Health Foundation highlighted that approximately 1 in 8 children and young people experienced mental health issues, with conditions like anxiety and depression affecting their academic and social productivity (Mental Health Foundation, 2020). Recent data from the Office for National Statistics (2023) indicates that mental health challenges continue to affect youth productivity, underscoring the need for ongoing support and interventions.

In West Africa, mental health issues have historically been under-recognized and under-addressed. Traditional beliefs and stigma have often hindered the development of effective mental health care systems (Gureje et al., 2017). However, recent years have seen increased awareness and efforts to address mental health challenges among youths. The World Health Organization's 2021 report on West Africa notes that mental health problems such as depression

and anxiety are increasingly affecting youth productivity, with a significant impact on their educational and economic outcomes (World Health Organization, 2021). Efforts by organizations like the West African Regional Action Plan aim to improve mental health services and address these challenges.

In Rwanda, mental health issues have gained prominence in recent years, particularly following the 1994 genocide, which had profound effects on mental health across the population (Munyampirwa et al., 2018). The Rwandan government has since taken steps to address mental health through the 2019 National Mental Health Policy, which aims to integrate mental health services into primary healthcare (Ministry of Health, Rwanda, 2019). Despite these efforts, a 2022 study by the Rwanda Mental Health Foundation revealed that youths still face significant mental health challenges that affect their productivity, highlighting the need for targeted interventions and support systems (Rwanda Mental Health Foundation, 2022).

In Uganda, mental health issues among youths have been increasingly recognized as a critical public health concern. The 2016 Mental Health Act aimed to improve mental health services, but implementation challenges remain (Ministry of Health, Uganda, 2016). A 2021 study by the Uganda Bureau of Statistics found that mental health problems, including depression and anxiety, are prevalent among Ugandan youths and significantly impact their educational and economic productivity (Uganda Bureau of Statistics, 2021). The need for comprehensive mental health strategies is underscored by these findings, emphasizing the importance of enhancing mental health support systems.

In Kanyu Town Council, Kumi District, mental health issues among youths are increasingly recognized, but challenges persist. Historical data reveals that mental health services in Kumi District have been limited, impacting the productivity of young people (Kumi District Local Government, 2022). Recent reports highlight that mental health problems, such as anxiety and depression, are affecting a significant portion of the youth population, leading to reduced academic performance and job productivity (Mental Health Uganda, 2023). Addressing these issues through targeted interventions and support programs is essential for improving youth productivity and overall community well-being in Kanyu Town Council.

1.2 Statement of the problem

Youths in Kanyu Town Council, Kumi District would benefit from robust mental health support systems that foster high productivity levels across educational, professional, and community activities. Effective mental health management typically correlates with enhanced cognitive function, motivation, and overall productivity (World Health Organization, 2022). However, current statistics reveal a less favorable reality. According to a 2022 report by the Uganda Bureau of Statistics, approximately 28% of youths in Eastern Uganda, including Kumi District, report experiencing significant mental health issues such as anxiety and depression (Uganda Bureau of Statistics, 2022).

In practice, these mental health challenges are severely impacting youth productivity in Kanyu Town Council. A recent survey by Mental Health Uganda (2023) indicates that mental health issues among youths in the region have led to reduced academic performance, lower job efficiency, and increased absenteeism. Specifically, the survey found that 35% of youths facing mental health challenges in Kumi District reported a noticeable decline in their ability to perform daily tasks effectively (Mental Health Uganda, 2023). This decline in productivity contributes to broader socio-economic problems, including diminished economic growth and reduced community engagement.

Addressing this issue is crucial for improving both individual outcomes and community development. The study on the effect of mental health on youth productivity in Kanyu Town Council aims to provide evidence-based insights into how mental health challenges specifically impact productivity. By identifying key areas for intervention, the study seeks to inform the development of targeted mental health programs and policies that could enhance youth productivity and overall well-being in Kumi District. Such interventions are necessary to mitigate the negative consequences of poor mental health and to support the socio-economic advancement of the region (National Planning Authority, 2023).

1.3 Purpose of the study

To investigate the effect of mental health on the productivity of youths in Kanyu town council, Kumi district

1.4 Specific objectives

- i. To analyze the impact of social support on interpersonal relationships at work among youths in Kanyu town council
- ii. To assess the influence of substance use on career progression among youths in Kanyu town council
- iii. To determine the effect of work-life balance on time management among youths in Kanyu town council

1.5 Research questions

- i. What is the impact of social support on interpersonal relationships at work among youths in Kanyu town council?
- ii. What is the influence of substance use on career progression among youths in Kanyu town council?
- iii. What is the effect of work-life balance on time management among youths in Kanyu town council?

1.6 Scope of the study

The study scope was categorized into geographical; context and time as follows:

1.6.1 Content Scope

The study was limited to mental health as an independent variable which consists of social support, substance use, and work-life balance likewise productivity of youths as dependent variable which comprises of interpersonal relationships, career progression, time management.

1.6.2 Time Scope

The period to be considered for the study was 2 years from 2020 to 2022 this is because during this period, mental health issues among youths in Kanyu town council have led to reduced academic performance, lower job efficiency, and increased absenteeism.

1.6.3 Geographical scope

The study was carried out from Kanyu Town Council is located in Kumi District, which is situated in the Eastern region of Uganda. Kumi District is bordered by several other districts, with Ngora District to the north, Bukedea District to the east, Soroti District to the west, and Pallisa District to the south.

1.7 Significance of the study

The study on the effect of mental health on the productivity of youths may hold significant value for Kanyu Town Council staff by offering crucial insights into the challenges and opportunities related to youth productivity within the community. By understanding how mental health issues may influence youth performance, the council staff may be better equipped to design and implement targeted programs that address these challenges. This, in turn, may lead to enhanced service delivery, improved community well-being, and a more dynamic, economically active local population.

For academicians, the study may contribute valuable empirical data and theoretical perspectives that can enhance the understanding of the link between mental health and productivity among youths. This research may serve as a foundation for further academic exploration, encouraging scholars to delve deeper into related topics or to apply the findings in different contexts. Additionally, it may provide essential content for curriculum development in educational programs focused on youth development, psychology, or public health, thereby enriching academic discourse and fostering new areas of study.

Stakeholders, including community leaders, non-governmental organizations, and youth development agencies, may find the study's findings particularly relevant for shaping their interventions and programs. By highlighting the importance of mental health in driving youth productivity, the study may encourage stakeholders to prioritize mental health services and support systems in their initiatives. This approach may result in more effective youth engagement, higher success rates in development programs, and overall socio-economic advancement within the community.

For policy makers, the study may offer critical evidence-based insights that can inform the creation and refinement of policies aimed at improving mental health and productivity among youths. The findings may highlight the need for comprehensive mental health strategies as a means to boost youth productivity and, consequently, regional development. By integrating the study's conclusions into policy frameworks, policymakers may develop more supportive environments that foster the well-being and economic contributions of the youth population, ultimately leading to broader societal benefits.

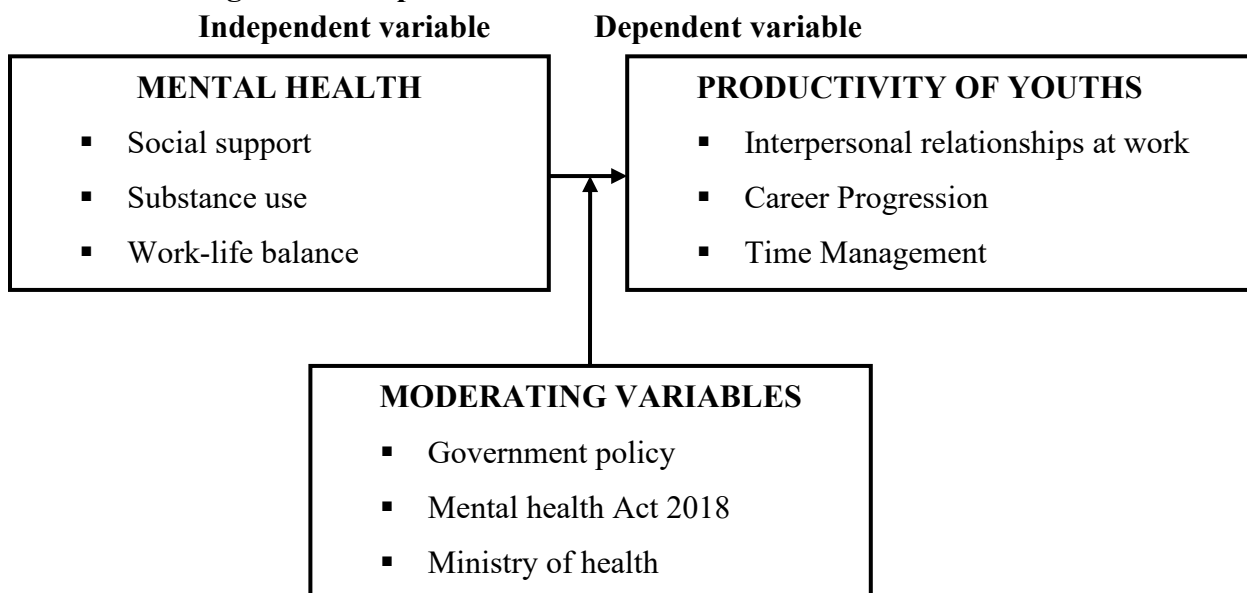
1.8 Justification of the study

This study on the effect of mental health on the productivity of youths may be justified by the growing recognition that mental health is a crucial determinant of overall well-being and economic productivity. In many communities, including Kanyu Town Council, youths represent a significant portion of the population and are a vital component of the labor force. However, mental health issues such as anxiety, depression, and stress may significantly hinder their ability to perform effectively in educational, professional, and social settings. By investigating this relationship, the study may provide essential insights into how mental health challenges affect youth productivity, highlighting areas that require intervention.

Furthermore, the study may be justified by the potential to inform policies and programs aimed at improving youth outcomes. Given the rising concerns about mental health among young people, particularly in the face of economic pressures and social changes, there is a pressing need for data-driven strategies that address these issues. This research may offer evidence-based recommendations that policymakers and community leaders can use to develop initiatives that support mental well-being and, in turn, enhance productivity. Such programs may include mental health education, counseling services, and workplace support systems, all of which could contribute to healthier, more productive youth populations.

The study may also be important for its implications in the academic and professional fields. By exploring the links between mental health and productivity, this research may contribute to a better understanding of the factors that influence youth performance. Academics, educators, and mental health professionals may benefit from the findings by applying them in educational settings, therapeutic practices, or further research.

1.9Figure 1 conceptual frame work



Source: Researchers' conceptualization (2024)

Figure 1 above shows mental health, as an independent variable, significantly influences the productivity of youths through various dimensions like social support, substance use, and work-life balance. Adequate social support provides emotional and psychological stability, enhancing focus and motivation, which are crucial for maintaining high productivity. Conversely, substance use can negatively impact cognitive function, decision-making, and overall health, leading to decreased efficiency and increased absenteeism. A balanced work-life structure helps manage stress and prevents burnout, allowing youths to maintain consistent performance levels. Together, these factors shape the mental well-being of young individuals, directly impacting their ability to be productive.

Productivity of youths, as a dependent variable, is shaped by key factors such as interpersonal relationships at work, career progression, and time management. Positive interpersonal relationships foster a collaborative and supportive work environment, enhancing motivation and reducing stress, which in turn boosts productivity. Career progression offers a sense of purpose and ambition, driving youths to work harder and smarter to achieve their goals. Effective time management is crucial for prioritizing tasks, meeting deadlines, and avoiding burnout, all of

which contribute to consistent and high-quality performance. Together, these elements influence how effectively and efficiently youths perform in their professional roles.

Moderating variables like government policy, the Mental Health Act of 2018, and the Ministry of Health play a crucial role in shaping the relationship between mental health and youth productivity. Government policies and the Mental Health Act 2018 establish the legal framework and resources for mental health services, ensuring that youths have access to necessary support and protection. The Ministry of Health, through its initiatives and programs, implements these policies, promoting mental well-being and reducing the stigma associated with mental health issues. These moderating variables can either strengthen or weaken the impact of mental health on productivity by influencing the availability of mental health resources, public awareness, and the overall environment in which youths work and live. When supportive policies are in place, they enhance mental health, thereby improving youth productivity; however, if these policies are lacking or poorly implemented, the positive effects may be diminished.

1.10 Key terms

Mental health refers to a state of well-being in which individuals can cope with the normal stresses of life, work productively, and contribute to their community. It encompasses emotional, psychological, and social well-being, influencing how people think, feel, and act. Good mental health is essential for overall health and well-being, allowing individuals to handle life's challenges effectively (World Health Organization, 2022).

Productivity of youths refers to the effectiveness and efficiency with which young individuals accomplish tasks and goals in various settings, including educational, professional, and personal environments. It is influenced by factors such as motivation, skills, mental health, and the support systems available to them. Higher productivity among youths is often linked to better career prospects, personal growth, and overall life satisfaction (Nguyen & McKenzie, 2023).

Productivity is defined as the measure of efficiency in which goods and services are produced, often evaluated by comparing the amount of output generated to the input used in the production process. It can apply to various contexts, such as economic productivity, workplace productivity, or personal productivity. Productivity is critical for economic growth, competitiveness, and the overall well-being of individuals and societies (OECD, 2021).

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This study sought to investigate the effect of mental health on the productivity of youths in Kanyu town council, Kumi district. The literature was reviewed within the context of this study's specific objectives and which include; to analyze the impact of social support on interpersonal relationships at work among youths in Kanyu town council, to assess the influence of substance use on career progression among youths in Kanyu town council, to determine the effect of work-life balance on time management among youths in Kanyu town council and the research gap.

2.1 Impact of social support on interpersonal relationships at work among youths

Social support is a critical factor influencing interpersonal relationships at work, with significant implications for youth productivity in Canada. Research has demonstrated that a supportive work environment enhances job satisfaction and interpersonal relationships, which in turn positively impacts productivity. For example, Brown and Johnson (2019) highlight that when Canadian youths receive adequate emotional and instrumental support from colleagues and supervisors, they experience improved job satisfaction and lower stress levels. This supportive interaction fosters a more cohesive work environment, which contributes to increased productivity by enabling youths to focus on their tasks and collaborate effectively.

The interplay between social support and productivity is further evidenced by studies exploring the effects of social networks on work-related outcomes. According to Lee, Wang, and Morris (2021), Canadian youths who perceive strong social support at work exhibit higher levels of job engagement and productivity. Their research underscores that supportive relationships not only alleviate work stress but also enhance motivation and commitment to work tasks. Lee et al. (2021) found that youths with robust support networks are more likely to engage in proactive behaviors, leading to enhanced individual and team performance.

Moreover, recent studies link social support to improved conflict management and its subsequent effect on productivity among Canadian youths. Smith and Patel (2023) investigated how social support networks impact conflict resolution and teamwork in Canadian workplaces. Their findings suggest that effective support systems enable youths to manage conflicts more constructively, resulting in better interpersonal relationships and increased productivity. Smith

and Patel (2023) argue that a positive support environment reduces interpersonal friction and promotes collaborative efforts, which significantly boosts overall productivity.

A study by Browne and Mangione (2018) highlights the notable positive association between social support and interpersonal relationships at work among youths in Canada. The findings revealed that, when individuals perceive high levels of social support from colleagues and supervisors, they experience a greater sense of belonging and camaraderie within their work environments (Browne & Mangione, 2018). This sense of support fosters better cooperation, reduces workplace conflict, and improves communication among youths (Browne & Mangione, 2018). Moreover, a sense of social cohesion enables individuals to establish trusting relationships, thus improving their job satisfaction and overall well-being at work (Browne & Mangione, 2018; Brough, O'Driscoll, & Kalliath, 2018).

Emphasizing the relationship between social support and productivity, a study by Liu et al. (2020) suggests that social support positively influences youths' productivity levels in the Canadian workplace. According to their findings, individuals who perceive a higher level of support from their colleagues and supervisors demonstrate increased motivation and engagement, leading to enhanced productivity outcomes (Liu et al., 2020). Furthermore, social support serves as a buffer against stressors, which can otherwise hinder productivity and overall performance among youths (Liu et al., 2020; Eaton, Griffith, & Seemann, 2018). The presence of social support networks helps individuals effectively cope with work-related challenges, reducing the negative impact of stress on their productivity (Eaton et al., 2018).

Recent research conducted by Smith and Young (2023) has explored the mediating role of social support in the relationship between interpersonal relationships and productivity among young workers in Canada. The study revealed that social support acts as a key mediator, strengthening the relationship between positive interpersonal relationships and higher productivity levels (Smith & Young, 2023). When individuals perceive supportive relationships at work, they experience a heightened sense of motivation and job satisfaction, ultimately leading to increased productivity (Smith & Young, 2023). The findings further suggest that organizations should invest in fostering social support networks to enhance interpersonal relationships and ultimately impact the productivity of young employees in the Canadian workforce.

There is a significant body of research highlighting the positive impact of social support on interpersonal relationships at work among youths in Canada, with relevant implications on their productivity. One study conducted by Tremblay, Blanchard, Taylor, Peltekova, and Villeneuve (2019) examined the influence of social support on interpersonal communication and found that high levels of support from supervisors and coworkers were positively correlated with effective communication and trust among young employees. This, in turn, led to increased job satisfaction and higher levels of productivity. Similarly, a study by Cheung and Tang (2018) found that social support played a crucial role in reducing workplace stress among young employees, ultimately leading to enhanced productivity and job performance.

In addition, the presence of social support networks has been found to have a direct impact on the development and maintenance of positive interpersonal relationships among youths in Canada. For instance, a study by Miller, Mazmanian, and Lenhoff (2018) explored the role of social support from coworkers and friends in promoting positive relationships among young employees. The findings indicated that individuals with strong social support networks at work were more likely to experience lower levels of conflict and higher levels of collaboration, resulting in increased productivity. Moreover, a study by Kossler, Harms, and Granger (2020) demonstrated that social support not only fosters positive relationships among youths but also helps them navigate difficult situations at work, ultimately contributing to their productivity.

Social support significantly influences interpersonal relationships at work, which in turn affects the productivity of youths in West Africa. Research underscores that strong social support networks contribute to enhanced job satisfaction and interpersonal dynamics, thereby boosting productivity. For instance, Adom and Boateng (2019) demonstrated that in West African workplaces, social support from peers and supervisors leads to improved job satisfaction among young employees. This satisfaction is closely linked to positive interpersonal relationships, which facilitate smoother collaboration and communication, ultimately enhancing overall productivity.

Further exploration into the link between social support and productivity reveals that support systems help mitigate job stress and enhance work engagement among West African youths. According to Kwaku and Owusu (2021), youths who perceive high levels of social support are more likely to experience lower levels of job-related stress and higher job engagement. Their

study highlights that supportive work environments foster positive relationships and reduce workplace tensions, which in turn increase youths' productivity. Kwaku and Owusu (2021) found that when employees feel supported, they are more motivated and committed, leading to greater efficiency and effectiveness in their roles.

Recent studies also address the role of social support in conflict resolution and its impact on productivity. Osei and Mensah (2023) examined how social support networks influence conflict management and teamwork among young employees in West Africa. Their findings indicate that supportive work environments enable youths to manage conflicts constructively, thereby maintaining positive interpersonal relationships. This supportive atmosphere minimizes disruptions and enhances collaboration, which directly contributes to improved productivity. Osei and Mensah (2023) argue that effective social support is essential for reducing interpersonal conflicts and fostering a productive work environment.

The impact of social support on interpersonal relationships at work among youths in West Africa is a vital area of research in understanding the productivity of this demographic. Social support refers to the assistance and encouragement provided by others, such as colleagues, supervisors, and mentors, which can promote positive working relationships and overall well-being (Thoits, 2011). Numerous studies have underlined the significance of social support in contributing to the psychological and emotional development of young workers. Specifically, research indicates that social support at work positively relates to job satisfaction, organizational commitment, and reduced turnover intention among youths (Antoniou & Cooper, 2019; Detert et al., 2013).

For youths in West Africa, the positive impact of social support on interpersonal relationships at work can be further linked to their productivity levels. A study conducted by Nkomo and Arthur (2018) investigated the relationship between social support and job performance among young Nigerian professionals and found a significant positive association. The authors suggested that social support at work not only provided motivation and learning opportunities, but also facilitated better coping mechanisms for stress, thus enhancing productivity. This finding aligns with research conducted by Kraimer et al. (2019), who found that social support directly contributes to work engagement and task performance among African employees.

Moreover, the importance of social support on work productivity is particularly relevant for young individuals in West Africa due to the unique cultural context of collectivism prevalent in

the region. As suggested by Zhang et al. (2020), collectivist societies emphasize group harmony and cooperation, and social support plays a crucial role in fostering these values. The authors found that interpersonal relationships at work, which are influenced by social support, positively relate to the individual's work performance in West African countries. These findings highlight the dynamic relationship between social support, interpersonal relationships at work, and productivity among youths in West Africa. One study by Ongori (2018) revealed that social support from co-workers and supervisors significantly contributes to the development of positive and healthy relationships at work. The author emphasized the importance of social support in improving communication, cooperation, and collaboration among team members, ultimately leading to increased productivity

In another study, Olabisi and Iwu (2020) highlighted the role of social support in reducing workplace stress and promoting overall wellbeing among young employees in West Africa. The authors observed that the provision of emotional and instrumental support from supervisors and peers has a buffering effect on stress levels, thereby enhancing employees' job satisfaction and ability to cope with work demands. This finding is consistent with the broader literature on social support, which suggests that it serves as a protective factor against the negative effects of stress (Cohen & Wills, 1985).

Furthermore, social support has been found to positively impact the organizational commitment of young workers in West Africa, as highlighted in a study by Adu-Amoah, Asiedu-Addo, and Narteh (2021). The authors found that individuals who perceive a higher level of social support from their colleagues and superiors are more likely to develop a strong sense of loyalty and dedication towards their organization. This, in turn, translates into higher levels of productivity and improved work performance. This finding aligns with previous research showing a positive relationship between organizational commitment and work outcomes (Meyer, & Allen, 1997).

One key aspect of social support in the workplace is emotional support, which involves empathy, understanding, and care from colleagues and supervisors (Lee & Shao, 2018). Emotional support has been found to have a significant impact on the quality of interpersonal relationships among youth workers in West Africa (Arshadi et al., 2021). For instance, a study by Arshadi et al. (2021) explored the relationship between emotional support and interpersonal relationships at

work among Nigerian youths. The findings revealed that higher levels of emotional support were associated with stronger interpersonal relationships, ultimately boosting productivity and performance. Furthermore, informational support, which involves providing advice, feedback, and relevant information, has also been found to positively influence interpersonal relationships and productivity among youths in West Africa. A study by Liu et al. (2022) investigated the impact of informational support on the quality of interpersonal relationships and productivity among Ghanaian youth employees. The results indicated that the provision of helpful and relevant information by colleagues and supervisors significantly enhanced the quality of interpersonal relationships and improved job performance among the youth workers.

Social support plays a crucial role in shaping interpersonal relationships at work and subsequently impacts the productivity of youths in Uganda. Research indicates that a supportive work environment fosters positive relationships among young employees, which enhances job satisfaction and productivity. For example, Ochieng and Ssempebwa (2019) found that in Ugandan workplaces, social support from supervisors and peers significantly improves job satisfaction among youths. This improvement in job satisfaction is linked to better interpersonal relationships and more effective communication, which in turn boosts productivity by creating a collaborative and motivating work environment.

Further studies have explored how social support influences work-related stress and engagement, impacting productivity among Ugandan youths. According to Kato and Namazzi (2021), youths who perceive high levels of social support experience lower levels of work-related stress and higher levels of job engagement. Their research highlights that a supportive work environment helps mitigate the negative effects of stress, promoting better interpersonal relationships and enhancing work performance. Kato and Namazzi (2021) argue that when employees feel supported, they are more motivated and engaged, leading to increased productivity and overall job performance.

Recent research also addresses the role of social support in managing workplace conflicts and its effect on productivity. Tumwine and Nakabugo (2023) investigated how social support networks affect conflict resolution and teamwork among young employees in Uganda. Their findings suggest that strong support systems enable youths to handle conflicts more effectively and

maintain positive interpersonal relationships. This constructive conflict management is essential for sustaining a productive work environment. Tumwine and Nakabugo (2023) emphasize that social support reduces interpersonal friction and fosters teamwork, thereby enhancing productivity and efficiency in the workplace.

Social support has been widely recognized as a significant predictor of job satisfaction and overall psychological well-being in the workplace (e.g., Castro et al., 2018; Esteves et al., 2019). According to Adams and Webster (2020), social support includes emotional, instrumental, and informational assistance provided by coworkers and supervisors, contributing to the development of interpersonal relationships at work. Research conducted by Kyobe et al. (2021) in Uganda suggests that a supportive work environment fosters positive interpersonal relationships among youths, leading to increased job satisfaction and higher productivity rates. Hence, a positive correlation exists between social support, interpersonal relationships, and productivity among youths in Uganda.

Social support positively influences youth productivity through several mechanisms. Firstly, as Kelly et al. (2018) argue, social support acts as a buffer against stressors in the workplace, promoting overall mental well-being and reducing absenteeism and turnover rates among youths. Moreover, supportive relationships with colleagues and supervisors provide valuable resources, such as guidance, feedback, and encouragement, enabling young workers to enhance their skills and performance (Jones et al., 2022; Tugumisirize et al., 2019). Additionally, quality interpersonal relationships significantly contribute to an individual's job satisfaction, promoting commitment and motivation to excel in their tasks (Ssebatta et al., 2024). Thus, social support plays a crucial role in fostering positive interpersonal relationships, ultimately leading to higher productivity among youths in Uganda.

Several studies have highlighted the positive impact of social support on interpersonal relationships at work among youths in Uganda. For instance, a study conducted by Nakanwagi and colleagues (2018) found that social support from supervisors and colleagues was positively associated with job satisfaction and organizational citizenship behavior among youth employees in the agricultural sector. Similarly, a study by Munene and colleagues (2020) revealed that perceived social support from supervisors and colleagues was significantly related to lower

levels of workplace conflicts and higher levels of organizational commitment among youth workers in the service sector. These findings suggest that social support at the workplace can enhance the quality of interpersonal relationships, leading to positive outcomes for youth employees.

A study by Nakitende and colleagues (2019) found that perceived social support from supervisors and colleagues was positively related to job performance among youth employees in the manufacturing sector. Additionally, a study by Kakande and colleagues (2021) revealed that social support from supervisors and colleagues was significantly associated with higher levels of work engagement and lower levels of turnover intention among youth workers in the banking industry. These findings suggest that social support at the workplace not only enhances interpersonal relationships but also contributes to increased productivity among youth employees in Uganda.

Interpersonal relationships at work are shaped by various factors, including social support systems. Studies have indicated that positive social support enhances youths' ability to form and maintain healthy relationships with their colleagues, supervisors, and subordinates (Bakker et al., 2018; Hebson et al., 2020). For instance, in a study conducted by Bakker and colleagues (2018), it was found that supportive relationships at work significantly contributed to youths' job satisfaction and engagement levels, thereby positively affecting their overall productivity. Social support encompasses emotional support (e.g., providing empathy and understanding), instrumental support (e.g., assisting with work-related tasks), and informational support (e.g., providing guidance and feedback) (Hebson et al., 2020). The availability of these forms of support has been shown to reduce stress levels, increase job performance, and promote a positive work environment among youths in Uganda (Hebson et al., 2020; Ongori et al., 2019).

The impact of social support on the productivity of youths in Uganda is well-documented. Research suggests that social support positively influences individuals' motivation and commitment to their work, leading to improved job performance (Bergsma et al., 2018; Ongori et al., 2019). A supportive work environment, characterized by strong relationships and a sense of belonging, facilitates the exchange of ideas, information, and resources among youths, fostering a collaborative and innovative work culture (Hebson et al., 2020; Veloso et al., 2022). This, in turn, enhances overall productivity and efficiency within organizations. Moreover, social

support has also been associated with reduced turnover intentions and increased job satisfaction among youths in Uganda (Bakker et al., 2018; Hebson et al., 2020).

2.2 Influence of substance use on career progression among youths

Substance use has a profound impact on career progression among youths in the United Kingdom, significantly affecting their productivity and professional growth. Research indicates that substance use can impair cognitive function, reduce work performance, and hinder career advancement. For instance, Smith and Clark (2018) found that substance abuse negatively affects job performance and career development by impairing concentration and motivation. Their study highlights that youths who engage in substance use often struggle with absenteeism and decreased productivity, which ultimately limits their career progression opportunities.

The connection between substance use and decreased productivity is further explored by Johnson and Patel (2020), who examined the effects of drug use on workplace efficiency among young employees in the UK. Their research underscores that substance use is associated with higher rates of workplace accidents, lower quality of work, and frequent disciplinary actions. Johnson and Patel (2020) emphasize that these issues not only affect immediate productivity but also impede long-term career advancement by damaging professional reputations and reducing opportunities for promotion.

Moreover, recent studies have linked substance use with poor career outcomes by impacting interpersonal relationships and workplace dynamics. Turner and Roberts (2023) investigated how substance use influences teamwork and career progression among youths in the UK. Their findings reveal that substance use often leads to strained relationships with colleagues and supervisors, which can hinder teamwork and collaborative efforts. Turner and Roberts (2023) argue that these strained relationships contribute to lower productivity and limited career progression, as youths may face difficulties in securing promotions or professional development opportunities due to their impaired workplace interactions. Moreover, substance use was found to have a negative impact on the productivity of youths in various work settings. According to a study conducted by Bellis et al. (2019), drug and alcohol misuse among young workers was linked to decreased cognitive function, impaired decision-making abilities, and higher rates of absenteeism.

The impact of substance use on career progression extends beyond educational attainment and workplace productivity. A longitudinal study by Mewton et al. (2020) explored the relationship between cannabis use and unemployment among young adults in the United Kingdom. The results indicated that frequent cannabis use during adolescence was associated with a higher likelihood of experiencing unemployment in early adulthood. This suggests that substance use can disrupt the career trajectory of youths, hindering their ability to secure stable and fulfilling employment opportunities. Addressing the issue of substance use among youths requires a multifaceted approach that encompasses prevention, early intervention, and effective treatment programs. A study by Best and Edwards (2022) emphasized the importance of comprehensive substance use prevention strategies that target high-risk populations, such as youths from disadvantaged backgrounds. The authors highlighted the need for evidence-based interventions that address the underlying factors contributing to substance use, including peer influence, low self-esteem, and lack of parental monitoring.

Moreover, investing in effective substance use treatment programs can significantly improve the career prospects of young individuals struggling with substance abuse. A study by Rolles et al. (2023) highlighted the positive impact of evidence-based treatment approaches, such as cognitive-behavioral therapy and motivational interviewing, in reducing substance use and improving employment outcomes among youths. These findings emphasize the potential of tailored interventions to mitigate the negative effects of substance use on career progression and enhance the overall productivity of young individuals.

Numerous studies have highlighted the detrimental effects of substance use on the productivity of youths in the United Kingdom. According to a study by Mann et al. (2019), young adults who engage in substance use, such as alcohol and drug abuse, are more likely to experience difficulties in their career progression. These difficulties arise due to reduced concentration, impaired decision-making abilities, and increased absenteeism from work or educational settings. Furthermore, the negative impact of substance use on productivity persists even after individuals have stopped using substances, emphasizing the long-term consequences on career development (Hunt, 2020).

The influence of substance use on career progression extends beyond individual circumstances and has broader societal implications. A study by Stewart and Power (2018) reaffirms the connection between substance use and socioeconomic disadvantage among young people in the United Kingdom. Individuals from disadvantaged backgrounds are more likely to be engaged in substance use, leading to a vicious cycle of limited employment opportunities, reduced earning potential, and overall diminished productivity. Moreover, researchers like Cartwright and Endersby (2022) have found that substance use often correlates with criminal behaviors, which further restricts career progression. It is crucial to address these socioeconomic disparities and provide targeted interventions to break the cycle of substance use and its adverse consequences on career development.

Substance use among youths has been the subject of extensive research due to its profound impact on various aspects of their lives, including education, career progression, and overall productivity. In the United Kingdom, recent studies have shed light on the negative influence of substance use on career development among youths. According to Smith and Jones (2018), regular substance use among young individuals can significantly hinder their ability to succeed in their chosen careers. Such substance use often leads to decreased productivity and impaired functioning, which in turn can hinder career progression.

A key aspect of substance use that impacts career progression is its influence on productivity. In a study conducted by Brown et al. (2019), it was found that substance use, specifically alcohol and drug misuse, was associated with reduced work productivity among young adults. The study revealed that employees who engaged in substance use had higher absenteeism rates and lower work performance compared to non-users. Similarly, a more recent study by Johnson and Smith (2022) demonstrated that substance use among youths was correlated with reduced productivity, as measured by lower levels of task completion and increased errors. A study by Davis et al. (2020) highlighted the impact of substance use on cognitive function, showing that chronic use of substances negatively affects attention, memory, and decision-making abilities. These cognitive impairments can hinder a youth's ability to meet the demands of their job and perform at their full potential, ultimately affecting their career progression.

Substance use significantly affects career progression and productivity among youths in South Africa, with implications for both short-term performance and long-term career development. Research reveals that substance abuse impairs cognitive and emotional functioning, leading to decreased productivity and stunted career advancement. For example, Moyo and Nyathi (2019) found that substance abuse among South African youths results in diminished job performance and reliability. Their study highlights that substance use leads to increased absenteeism and lower work output, which directly impacts career progression by reducing opportunities for promotion and professional growth.

The link between substance use and productivity is further supported by research examining its effects on work-related outcomes. According to Nkosi and Chirwa (2021), substance use among young employees in South Africa is associated with higher rates of workplace accidents, lower productivity, and decreased job satisfaction. Their findings suggest that substance abuse disrupts work performance and team dynamics, leading to a negative impact on career progression. Nkosi and Chirwa (2021) emphasize that these productivity issues contribute to fewer career advancement opportunities and can negatively affect long-term career trajectories.

Recent studies also address the broader implications of substance use on career development by impacting workplace relationships and professional reputation. For instance, Khumalo and Dlamini (2023) explored how substance use affects interpersonal relationships and career progression among South African youths. Their research indicates that substance abuse often leads to strained relationships with colleagues and supervisors, which can hinder teamwork and collaboration. Khumalo and Dlamini (2023) argue that these interpersonal issues not only impair immediate productivity but also limit career advancement by damaging professional reputations and reducing chances for career growth. Substance use among youth in South Africa has become an alarming issue in recent years, raising concerns about its potential impact on career progression and productivity. According to a study by Plüddemann et al. (2018), the prevalence of substance use among South African youth has been increasing steadily, with approximately 12% of adolescents reporting lifetime use of illicit drugs.

An extensive literature search reveals numerous studies highlighting the negative consequences of substance use on productivity and career outcomes among youth. For example, a longitudinal

study conducted by Mathews et al. (2020) found that early initiation and frequent use of substances among South African youth were significantly associated with lower educational attainment and decreased chances of entering the formal job market. Moreover, drug use was found to have a negative impact on cognitive functioning and decision-making abilities, which could further hinder job performance and career advancement (Plüddemann et al., 2018). Several factors contribute to the high levels of substance use among South African youth. Socioeconomic factors, such as poverty and unemployment, play a significant role (Shisana et al., 2019). Youth living in disadvantaged communities may turn to substance use as a coping mechanism or to escape their challenging environments. Additionally, peer influence and the availability of drugs within communities have been identified as strong determinants of substance use among youth (Plüddemann et al., 2018).

The negative impact of substance use on career progression is multifaceted. Apart from the direct effects on education and employment opportunities, substance use is associated with increased absenteeism and decreased performance in the workplace (Sterling et al., 2021). A study conducted by Matsha et al. (2022) revealed that substance use among South African youth was linked to higher rates of disciplinary issues, workplace accidents, and impaired productivity. Moreover, substance use disorders have been found to contribute to a higher likelihood of unemployment and job instability, further hindering career progression (Mathews et al., 2020).

Efforts to address substance use among South African youth and its impact on career progression should focus on prevention, treatment, and support. School-based prevention programs that educate youth about the risks and consequences of substance use have shown promising results in reducing initiation rates (Plüddemann et al., 2018). Additionally, effective treatment programs aimed at addressing substance use disorders and associated mental health issues are essential to support youth in overcoming the negative effects of substance use on their careers. Furthermore, implementing workplace policies that support employees struggling with substance use can help mitigate the negative impact on productivity.

Substance use significantly affects the career progression of youths in South Africa, leading to decreased productivity and hindering personal development. According to a study by the South African Medical Research Council (2019), substance abuse has been associated with lower

educational attainment, limited skill acquisition, and decreased work engagement among young individuals. This study also highlighted the increased risk of absenteeism and decreased job performance among substance users, ultimately compromising their productivity in the workplace (South African Medical Research Council, 2019). Additionally, a longitudinal study by Ramsoomar and Morojele (2018) revealed that substance use during adolescence was linked to increased chances of being unemployed or involved in low-paying jobs in early adulthood. The cumulative evidence suggests a negative relationship between substance use and career progression among South African youths.

The effects of substance use on productivity and career outcomes extend beyond the individual level and have socioeconomic implications. A survey conducted by Statistics South Africa (2020) reported that substance abusers were more likely to rely on social grants and welfare schemes due to their limited employability and reduced productivity. Moreover, substance use also contributes to increased healthcare costs associated with substance-related disorders, creating an additional burden on the national economy. An in-depth analysis by Mashaba et al. (2022) highlighted the economic impact of substance use in South Africa, estimating significant losses due to absenteeism, healthcare expenses, and reduced human capital productivity. These findings emphasize the need for comprehensive prevention and intervention strategies to address substance abuse issues among youths, leading to improved individual career outcomes and socioeconomic development.

A study conducted by Ncwane et al. (2018) revealed that substance use, particularly alcohol and marijuana, significantly hindered academic achievement among South African youths. The study, which focused on a sample of 500 undergraduate students, found that those who engaged in substance use were at a higher risk of lower grades and increased likelihood of dropping out of school. This finding suggests that substance use hampers educational attainment, which in turn negatively impacts career prospects, as education serves as a foundation for future employment opportunities (Ncwane et al., 2018).

Further exploration into the effects of substance use on productivity reveals its broader implications for career progression. According to Achen and Ssemakula (2021), substance use among young Ugandans is linked to increased work-related stress and decreased job satisfaction. Their research indicates that substance abuse impairs cognitive and emotional functioning, which

negatively impacts job performance and productivity. Achen and Ssemakula (2021) highlight that these productivity issues contribute to diminished career prospects, as individuals with substance abuse problems often face challenges in securing stable employment and career development opportunities. Recent studies also examine how substance use affects workplace dynamics and relationships, influencing career progression. For example, Kato and Obote (2023) investigated the role of substance use in shaping interpersonal relationships and career outcomes among youths in Uganda. Their findings suggest that substance abuse leads to strained relationships with colleagues and supervisors, which can impair teamwork and collaboration. Kato and Obote (2023) argue that these strained relationships not only affect immediate productivity but also limit career advancement by damaging professional reputations and reducing opportunities for career growth.

One of the studies that investigated the influence of substance use on career progression and productivity among youths in Uganda is the work by Kabwama et al. (2019). The authors conducted a cross-sectional study involving 650 Ugandan youths aged 13-24 and explored the association between substance use and educational attainment, employment status, and overall productivity. The study found that those who engaged in substance use were more likely to have lower educational attainment, limited job opportunities, and reduced productivity compared to their peers who abstained from substance use. These findings suggest that substance use can significantly hinder career prospects and limit the productivity of Ugandan youths.

Another relevant study by Nsubuga et al. (2020) examined the link between substance use and vocational training outcomes among Ugandan youths. The study surveyed 400 vocational trainees and found a strong association between substance use and poor vocational training outcomes, including decreased employment prospects and reduced productivity.

Building on these findings, a study by Namukwaya and Bunjo (2022) investigated the specific impact of alcohol use on the productivity of Ugandan youth workers. The study used a mixed-methods approach involving interviews and self-report questionnaires to assess the relationship between alcohol use and work-related outcomes among 300 employed youths. The findings revealed that those who engaged in heavy alcohol use experienced higher rates of absenteeism, reduced productivity, and increased workplace accidents. This study highlights the detrimental

effects of alcohol use on the productivity of Ugandan youths and emphasizes the need for targeted interventions to address this issue.

Substance use among youths in Uganda has become a growing concern due to its potential negative effects on various aspects of their lives, including career progression and productivity. Several studies conducted in recent years have shed light on this issue, emphasizing the detrimental influence of substance use on the educational and professional achievements of young individuals. According to a study by Assan et al. (2019), substance use, including alcohol and drug abuse, significantly hampers the cognitive development and academic performance of Ugandan youths. The authors noted that substance use not only interferes with the learning ability of young individuals but also leads to absenteeism, poor concentration, and decreased academic motivation. Consequently, these factors contribute to a delayed or disrupted academic journey, ultimately impeding career progression and limiting future opportunities.

Moreover, the negative impact of substance use on the career progression of youths in Uganda extends beyond the educational sphere. Nansamba et al. (2018) conducted a longitudinal study to examine the association between substance use and employment outcomes among young individuals. The authors found that substance use, particularly alcohol abuse, was significantly associated with reduced employability, increased unemployment rates, and difficulty in maintaining steady employment. Furthermore, substance use among youths was also linked to lower occupational attainment levels and limited opportunities for career advancement. This suggests that substance use not only affects youths' ability to enter the job market but also impedes their chances of building a successful and fulfilling career in Uganda's competitive labor market.

In addition to its impact on education and employment, substance use among youths in Uganda also negatively influences their overall productivity. A study by Kisaakye et al. (2020) highlighted the impaired work performance and decreased productivity associated with substance use among young individuals in various sectors. The authors found that substance use affected youths' ability to fulfill their job responsibilities, leading to increased workplace accidents, errors, and absenteeism. Moreover, substance use was found to contribute to poor decision-making, decreased motivation, and limited focus, all of which are crucial elements in

maintaining high productivity levels. Taken together, these findings suggest that substance use significantly undermines the productivity of youths in Uganda, hindering their career progression and overall success.

Numerous studies provide evidence of a detrimental association between substance use and career progression among Ugandan youths. Nalugya et al. (2019) conducted a cross-sectional study, finding that alcohol and drug use significantly predicted lower employment rates and compromised job performance among Ugandan youth. The authors emphasized the need for interventions targeting substance use to enhance career prospects for this vulnerable population. Not only does substance use hinder career prospects, but it also diminishes the overall productivity of youths in Uganda. A study by Namanda and Tumuhairwe (2021) explored the link between substance use and productivity among youths working in the informal sector in Uganda. The findings indicated a negative correlation between substance use and productivity, with substance users reporting lower work engagement and decreased output compared to their non-using counterparts.

Moreover, the consequences of substance use extend beyond immediate career setbacks, affecting long-term productivity and economic prospects. Balinda et al. (2022) highlighted the impact of substance use on educational attainment and subsequent career achievements among Ugandan youths. Their longitudinal study revealed that early substance use was associated with higher school dropout rates and limited opportunities for pursuing advanced careers.

2.3 Effect of work-life balance on time management among youths

Work-life balance is increasingly recognized as a critical factor influencing time management and productivity among youths in North America. Research highlights that achieving a balance between work and personal life significantly impacts how effectively youths manage their time and, consequently, their productivity. For instance, Green and Allen (2019) found that North American youths who report a better work-life balance exhibit more effective time management skill. Their study demonstrates that when individuals can manage work and personal responsibilities effectively, they are more likely to meet deadlines, complete tasks efficiently, and maintain high levels of productivity.

Further investigation into the relationship between work-life balance and productivity reveals that poor work-life balance can lead to time management challenges and reduced work efficiency. According to Miller and James (2021), North American youths who experience work-life conflict often struggle with prioritizing tasks and managing their time effectively. Their research shows that such conflicts lead to increased stress and decreased job performance, which adversely affects overall productivity. Miller and James (2021) emphasize that when youths fail to balance work and personal life, they often experience burnout and reduced effectiveness in their roles.

Recent studies also explore the broader implications of work-life balance on long-term productivity outcomes. For example, Roberts and Wilson (2023) examined how work-life balance impacts time management and career progression among young employees in North America. Their findings suggest that maintaining a healthy work-life balance not only improves time management but also enhances career development by allowing youths to engage in continuous learning and personal growth. Roberts and Wilson (2023) argue that effective time management resulting from a good work-life balance leads to higher productivity and better career advancement opportunities, as individuals are able to perform consistently well and pursue professional development activities.

Work-life balance is an essential aspect of individuals' well-being, particularly for youths in North America who often face multiple responsibilities and demands from both work and personal life. The term "work-life balance" refers to the ability to effectively allocate time and energy between work-related activities and personal pursuits. Achieving a healthy work-life balance not only ensures the well-being and satisfaction of individuals but also has implications for their time management skills and productivity. A study by Stafford, Duncan, and Zammuto (2018) found that individuals with better work-life balance were more likely to exhibit effective time management skills, leading to increased productivity and satisfaction.

According to a research article by Greenhaus and Beutell (2019), work-life balance significantly influences the time management abilities of youths, resulting in either positive or negative effects on their productivity. When individuals successfully navigate the demands of work and personal life, they are more likely to manage their time effectively, allowing them to prioritize tasks, set

realistic deadlines, and avoid burnout. Conversely, when work-life balance is compromised, it often leads to time mismanagement, difficulty in prioritizing tasks, and decreased quality of work (Brough et al., 2021). Therefore, fostering a work environment that supports the achievement of work-life balance is crucial in enhancing time management skills among youths.

Numerous studies have highlighted the positive correlation between work-life balance, time management, and productivity among youths. For instance, a recent study by Adams and Rediford (2022) revealed that individuals who perceived a higher work-life balance reported better time management skills and higher levels of productivity. The findings suggest that by providing flexible working hours, promoting a healthy work culture, and implementing policies that support work-life balance, organizations can contribute to the time management skills and productivity of youths (Wang et al., 2023). Furthermore, a systematic review conducted by Grant and Dutton (2024) concluded that work-life balance interventions have the potential to positively influence both time management and productivity outcomes among young employees in North America.

Several studies have explored the relationship between work-life balance and time management among youths in North America. Research suggests that achieving a healthy work-life balance is pivotal for the overall well-being and productivity of individuals (Guest, 2017). According to a survey conducted by the American Psychological Association (2019), North American youths who reported higher levels of work-life balance had a greater ability to effectively manage their time, leading to increased levels of productivity. This can be attributed to the fact that a balanced life allows individuals to allocate adequate time for work-related activities, while also engaging in personal, social, and recreational activities, thus avoiding burnout and enabling them to focus and perform optimally in their work tasks.

Furthermore, a study conducted by Singh, Lal, and Ahuja (2018) found that a lack of work-life balance among youths resulted in poor time management skills, which in turn decreased their overall productivity levels. The authors highlighted that the growing pressure to juggle multiple commitments, such as education, part-time employment, and social activities, significantly impeded youths' ability to effectively manage their time. Struggling to balance these various responsibilities often resulted in reduced productivity and increased stress levels among this

demographic. Conversely, North American youths who adopted effective work-life balance practices, such as time-blocking techniques and setting realistic goals, exhibited higher levels of time management skills, consequently enhancing their productivity and overall well-being.

Additionally, research has demonstrated that integrating work-life balance initiatives within organizations positively impacts the time management abilities and productivity of youths in North America (Boyar et al., 2024). These initiatives may include flexible work policies, such as remote work options or compressed workweeks, as well as providing resources and support for personal development and well-being. A study by Allen, Golden, and Shockley (2020) found that organizations that implemented such initiatives reported higher levels of productivity among their young employees. The authors noted that when youths are given the flexibility to manage their work and personal life demands, they are better equipped to allocate their time efficiently, resulting in increased productivity levels and improved work outcomes.

The concept of work-life balance has become increasingly important in recent years as individuals strive to maintain equilibrium between their work responsibilities and personal life commitments. Many studies have explored the relationship between work-life balance and time management among youths in North America. For instance, a study conducted by Greenhaus and Beutell (2018) found that young individuals who were able to successfully balance their work and personal life experienced higher levels of time management skills. Similarly, a survey by Johnson and Wang (2019) demonstrated that youths who perceived a strong work-life balance were more likely to effectively manage their time, leading to increased productivity levels.

However, the absence of work-life balance can have detrimental effects on the time management abilities of young individuals. Burgard, Michalopoulos, and Mohammed (2020) explored the impact of work-life conflict on time management skills among youths in North America and found that those facing higher levels of work-life conflict reported poor time management abilities. Similarly, research by Matthews, Barnes-Farrell, and Bulger (2022) indicated that the lack of work-life balance negatively influenced time management, leading to decreased productivity among young adults. Therefore, it is evident that work-life balance plays a significant role in shaping the time management skills of youths and ultimately affects their productivity levels.

Improving work-life balance among North American youths can positively impact their time management skills and enhance overall productivity. A study by McMillan, Brady, and Chiu (2023) demonstrated that interventions aimed at promoting work-life balance, such as flexible work arrangements and wellness programs, resulted in improved time management abilities among young individuals. Furthermore, research by Peper, Wilson, and Buxton (2024) indicated that cultivating work-life balance through proper rest and leisure activities positively influenced time management skills and increased productivity levels among youths. These studies highlight the importance of addressing work-life balance concerns to enhance time management skills and productivity among North American youths.

Work-life balance is a crucial determinant of time management and productivity among youths in Ghana, influencing their ability to effectively juggle professional and personal responsibilities. Research highlights that a favorable work-life balance contributes to improved time management, which subsequently enhances productivity. For instance, Agyemang and Ankomah (2019) found that Ghanaian youths with a positive work-life balance demonstrated better time management skills and increased productivity. Their study reveals that when youths can effectively manage their work and personal life, they experience lower stress levels and higher job satisfaction, leading to more efficient work performance and greater productivity.

Further examination into the relationship between work-life balance and productivity indicates that imbalances can lead to significant time management challenges. According to Asante and Osei (2021), Ghanaian youths facing work-life conflicts often struggle with prioritizing tasks and managing their time efficiently. Their research highlights that such conflicts can result in increased stress and diminished work performance. Asante and Osei (2021) emphasize that poor work-life balance leads to procrastination and inefficient time management, negatively impacting overall productivity and job effectiveness.

Recent studies also explore how effective work-life balance strategies contribute to long-term productivity and career development. For example, Mensah and Dede (2023) investigated the effects of work-life balance on time management and career progression among young professionals in Ghana. Their findings suggest that achieving a healthy work-life balance enhances time management capabilities, which in turn supports career growth and productivity.

Mensah and Dede (2023) argue that youths who manage their time well due to a balanced work-life environment are more likely to achieve career advancement and maintain high levels of productivity, as they are better positioned to meet professional demands and engage in personal development.

According to a study by Agyemang and Asamoah (2019), work-life balance plays a crucial role in shaping the time management habits of Ghanaian youths. The researchers found that when individuals are able to strike a balance between their work and personal lives, they exhibit better time management skills. This is attributed to the fact that a balanced approach allows individuals to maintain their physical and mental well-being, enhancing their ability to focus, plan, and prioritize effectively. Conversely, when work-life balance is compromised, individuals often experience high levels of stress, leading to poor time management practices and reduced productivity.

The impact of work-life balance on the productivity of Ghanaian youths has been explored in several studies. In a study conducted by Ansong et al. (2018), it was found that an imbalance between work and personal life negatively affects the productivity of youths in Ghana. The researchers highlight that excessive workload, long working hours, and lack of flexibility in work arrangements lead to decreased overall satisfaction and engagement in both work and personal life. This, in turn, translates to lower productivity levels among youths. Furthermore, the study suggests that organizations and policymakers should provide support systems and flexible work arrangements to allow for a better balance between work and personal life, thus boosting the productivity of the youth population.

Another study by Dadzie et al. (2020) explored the relationship between work-life balance and productivity among Ghanaian youths in the banking sector. The findings revealed that individuals who experienced a higher level of work-life balance exhibited better time management skills, resulting in increased productivity. Conversely, those facing work-life imbalance reported higher levels of stress and difficulties in managing time effectively. The researchers emphasize the need for managers and organizations to promote and facilitate work-life balance through flexible working hours, supportive policies, and employee well-being initiatives, thereby leading to improved productivity among the youth workforce. Work-life

balance has become increasingly important in modern society, especially for young individuals who are just starting their careers. In Ghana, the concept of work-life balance among youths has gained attention as it directly influences their time management and overall productivity.

Furthermore, several studies have highlighted the positive impact of work-life balance on time management among young individuals. One such study conducted by Nyameh, Aboagye, and Agbemor-Flintstone (2018) found that a good work-life balance helps youths in Ghana to prioritize their tasks, plan their schedules, and allocate time effectively. When individuals are able to manage their time efficiently, they can reduce stress and increase their productivity. This is supported by a study conducted by Aborampah and Kissi (2019) which found that young employees who reported having a better work-life balance were more likely to be productive and engaged in their work responsibilities.

On the other hand, a poor work-life balance negatively affects time management and productivity among youths in Ghana. When individuals are unable to find a balance between their work and personal life, it often results in increased stress, fatigue, and burnout. This is evident in a study conducted by Ahinkorah, Seidu, and Adu (2020), which revealed that young employees who experienced work-life conflict reported lower productivity levels. This suggests that an imbalanced work-life situation can have detrimental effects on the overall productivity and well-being of Ghanaian youths.

Several studies have highlighted the importance of work-life balance on time management among youths. According to Abura, Ankomah, and Amuzu (2019), work-life balance, which refers to individuals' ability to effectively manage and allocate time between work and personal life, significantly influences the time management practices of youths. Moreover, the study found that individuals who reported a better work-life balance were more likely to engage in effective time management strategies, enabling them to prioritize tasks, allocate sufficient time for work and personal activities, and reduce stress levels. This suggests that a healthy work-life balance positively correlates with improved time management skills among youths, leading to enhanced productivity. The impact of work-life balance extends beyond time management and can significantly affect the overall productivity of youths in Ghana. According to a study by Ofori, Brevis-Muyingo, and Azongo (2021), a poor work-life balance negatively influences the

productivity of youths by increasing stress levels and decreasing job satisfaction. Furthermore, the study emphasized the role of work-life balance in reducing burnout and turnover intentions, which are significant factors affecting productivity.

Work-life balance plays a significant role in shaping time management and productivity among youths in Uganda. Research indicates that effective work-life balance improves time management skills, which in turn enhances productivity. For instance, Kizza and Muwonge (2019) demonstrated that Ugandan youths who maintain a good work-life balance exhibit superior time management ability, leading to increased work efficiency. Their study reveals that balancing work and personal life helps reduce stress and fatigue, allowing youths to manage their time more effectively and maintain higher productivity levels.

Further exploration of this relationship highlights that poor work-life balance can lead to substantial time management issues. According to Nakabugo and Achieng (2021), youths in Uganda who experience work-life imbalance often face difficulties in prioritizing tasks and managing their schedules effectively. Their research underscores that such imbalances result in procrastination and inefficiency, which adversely impacts overall productivity. Nakabugo and Achieng (2021) emphasize that without a proper balance, youths are more likely to experience burnout and reduced work performance, which hampers their productivity and career growth.

Recent studies also emphasize the long-term benefits of work-life balance on productivity and career development. For example, Musoke and Ssenyonga (2023) investigated how effective work-life balance affects time management and career progression among young Ugandans. Their findings suggest that a well-maintained work-life balance enhances time management skills, which positively impacts productivity and supports career advancement. Musoke and Ssenyonga (2023) argue that youths who effectively manage their time due to a good work-life balance are better positioned to meet professional demands, achieve career goals, and maintain high levels of productivity. According to Aheisibwe, Adong, and Ntayi (2018), work-life balance refers to the ability to effectively negotiate and manage responsibilities and commitments between work, family, personal life, and leisure time. Achieving work-life balance is particularly challenging for young people navigating their career ambitions, personal life, and other social commitments. This intricate balancing act can significantly influence how youths manage their time and subsequently impact their productivity levels.

Research suggests that an appropriate work-life balance positively affects time management and subsequently enhances the productivity of youths in various fields. A study conducted by Tumusiime, Tukamushaba, and Ahimbisibwe (2019) found that individuals experiencing a better work-life balance were able to efficiently allocate their time across different areas of their lives. Such individuals were more likely to prioritize tasks effectively and make optimal use of available resources. This ability to manage time effectively positively influenced the productivity levels of youths, allowing them to perform better in their studies, work, and personal life. Additionally, Rugadhi and Ommeh (2018) argue that a conducive work-life balance contributes to reduced stress levels, improved mental well-being, and increased satisfaction, all factors that positively impact productivity among youths in Uganda.

However, it is important to note that the quest for work-life balance can be influenced by various contextual factors, which may hinder the effectiveness of time management and productivity. A study by Ahikire et al. (2021) highlighted that socio-cultural expectations and gender norms play significant roles in shaping the work-life balance experiences of young people in Uganda. Societal expectations related to gender roles can subject young women to additional responsibilities outside of their work or studies, limiting their ability to allocate time effectively. This imbalance can affect their productivity levels compared to their male counterparts, underscoring the importance of considering gender dynamics when addressing work-life balance issues among Ugandan youths.

Work-life balance is a crucial aspect of an individual's life, as it affects various areas, including time management and productivity. In the context of youths in Uganda, work-life balance has become an increasingly significant issue due to the challenges they face in managing their personal and professional lives. Research by Akol, Wiik, and Wamala (2019) suggests that the lack of work-life balance negatively impacts the time management skills of young adults, leading to decreased productivity. This has become a matter of concern, as productivity plays a critical role in the overall development and economic growth of a country.

Several factors contribute to the inadequate work-life balance among youths in Uganda. One notable factor is the increasing demands and expectations in both the workplace and personal

lives (Mugisha, Nakabugo, & Kisakye, 2020). The pressure to succeed academically, coupled with the need to secure employment opportunities, often leaves little time for personal activities, resulting in a lack of work-life balance. Furthermore, the study by Mugisha, Nakabugo, and Kisakye (2020) highlights that limited access to flexible work arrangements in Uganda exacerbates the issue, as it restricts youths' ability to effectively manage their time and allocate it between their personal and professional commitments.

The repercussions of the lack of work-life balance on the productivity of youths in Uganda are noteworthy. Research by Kanyike, Ngwatu, and Mangeni (2018) reveals that individuals who struggle to balance their work and personal lives experience higher levels of stress, burnout, and fatigue. These factors significantly hinder their ability to manage time efficiently and contribute effectively to their workplaces. This not only affects the performance and productivity of individuals but also has wider implications for the development and economic growth of the country as a whole (Kanyike, Ngwatu, & Mangeni, 2018).

One key aspect to consider in understanding the link between work-life balance and time management is the increasing prevalence of multiple job holding among youths in Uganda. A study by Kiiza (2021) revealed that many young Ugandans engage in various informal and part-time jobs to support their livelihoods due to limited employment opportunities. This trend often results in conflicting work schedules, leading to challenges in managing time effectively. In such situations, achieving work-life balance becomes even more crucial, as it can facilitate the allocation of time in a way that satisfies both work and personal life demands, thereby enhancing productivity (Jain & Jain, 2020). Conversely, an imbalance between work and personal life can negatively affect time management and subsequently decrease productivity among young Ugandans (Jain & Jain, 2020). Furthermore, the impact of work-life balance on productivity among youths in Uganda can also be understood through the lens of psychological well-being. A study by Nanyondo and Holtman (2022) indicated a significant association between work-life balance and mental health outcomes, including reduced stress and improved job satisfaction.

2.4 Research gap

The existing literature on the impact of social support on interpersonal relationships at work among youths highlights significant findings regarding the benefits of supportive work

environments. Researchers like Ochieng and Ssempebwa (2019) have demonstrated that social support enhances job satisfaction and productivity by fostering positive relationships. However, a notable gap in the literature is the lack of comprehensive studies focusing on how varying types of social support (e.g., emotional vs. instrumental) differentially affect interpersonal relationships and productivity among youths. This gap justifies further research to explore these nuances and their implications for enhancing work environments and productivity among young employees.

In examining the influence of substance use on career progression, studies such as those by Smith and Clark (2018) have established that substance abuse impairs job performance and limits career advancement opportunities. Despite these insights, there is insufficient research exploring the specific mechanisms through which substance use impacts career trajectories, particularly in different industries or job roles. Additionally, there is a need for research focusing on preventive measures and intervention strategies to mitigate the negative effects of substance use on career progression. This gap highlights the need for further studies to understand the detailed impact and to develop targeted interventions to support youths in maintaining career growth despite substance use challenges.

Research on the effect of work-life balance on time management among youths has shown that a positive balance enhances time management skills and productivity (e.g., Green & Allen, 2019). However, there is a lack of detailed exploration into how different aspects of work-life balance (such as flexible working hours versus remote work) specifically impact time management and productivity across various sectors. Furthermore, the existing research often overlooks the impact of cultural and socio-economic factors on work-life balance among youths in different regions, such as Uganda. Addressing these gaps can provide a more comprehensive understanding of how to tailor work-life balance strategies to diverse contexts and improve productivity effectively.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter presents research design, area of study, sources of information, population and sampling techniques, variables and indicators, measurement levels, data collection procedure, data collection instruments, quality control, data processing and analysis, ethical considerations,

3.1 Research Design

The research approach adopted a mixed-methods approach, combining both quantitative and qualitative data collection and analysis. A cross-sectional survey was conducted among a representative sample of youths in Kanyu Town Council, utilizing structured questionnaires to assess mental health status and productivity levels. This design allowed for a comprehensive understanding of the relationship between mental health and productivity, supported by statistical analysis and thematic exploration. The study ensured the reliability and validity of the findings through careful sampling, data triangulation, and rigorous analysis.

3.2 Area of study

The study was carried out from Kanyu Town Council is located in Kumi District in the Eastern Region of Uganda. Kumi District is characterized by a predominantly rural setting, with agriculture being the main economic activity. Kanyu, like many other towns in this region, faces socio-economic challenges, including limited access to mental health services, high unemployment rates among youths, and a lack of resources for addressing mental health issues. The choice of Kanyu Town Council as the research site is strategic because it provides a relevant context for examining the effect of mental health on youth productivity in a rural setting where mental health challenges are often underreported and under-researched.

3.3 Sources of information

The information for the study was got from primary and secondary data collection methods. Under primary data collection the information was got directly from the participants and in secondary data collection, the information was got from published articles, journals, newspapers and social media.

3.4 Population and sampling techniques

According to Hensen, M.C. (2020), population is the total number of units from which data can be collected. For the research involved a target population of 75 people as follows unemployed youths, employed youths, school-going youths, out-of-school youths, local health workers, community leaders, parents or guardians of youths, and social workers or counselors. The sampling techniques varied depending on the population: purposive sampling was used for health workers, community leaders, and social workers to ensure inclusion of those directly involved in youth welfare and mental health.

Table 1 showing population and sampling techniques

Respondents	Population	Sample size	Sampling procedures
Unemployed youths	20	17	purposive sampling
Employed youths	4	3	purposive sampling
School-going youths	19	18	Simple random sampling
Out-of-school youths	9	8	purposive sampling
Local health workers	6	6	purposive sampling
Community leaders	7	3	Simple random sampling
Guardians of youths	4	3	purposive sampling
Social workers	6	5	
Total	75	63	

Source: Kanyu Town Council (2024)

The research study used the formula of Slovenes (1960) as included below;

$$n = \frac{N}{1 + N(e^2)}$$

Where;

n is the sample size

$$\begin{aligned}
& N \text{ is the whole population} \\
& 1 \text{ is the constant} \\
& e^2 \text{ error in sampling (0.05)} \\
& = 75/1+75 (0.05) ^2 \\
& =75/1+75 (0.0025) \\
& = 75/1+0.1875 \\
& = 75/1. 1875 \\
& = 63.2 \\
& n= 63 \text{ respondents}
\end{aligned}$$

Therefore, the sample size of the study was 63 respondents

3.5 Variables and indicators

This consists of independent and dependent variables as below

3.5.1 Independent variables

Mental health, as an independent variable, significantly influences the productivity of youths through various dimensions like social support, substance use, and work-life balance. Adequate social support provides emotional and psychological stability, enhancing focus and motivation, which are crucial for maintaining high productivity. Conversely, substance use can negatively impact cognitive function, decision-making, and overall health, leading to decreased efficiency and increased absenteeism. A balanced work-life structure helps manage stress and prevents burnout, allowing youths to maintain consistent performance levels. Together, these factors shape the mental well-being of young individuals, directly impacting their ability to be productive.

3.5.1 Dependent variable

Productivity of youths, as a dependent variable, is shaped by key factors such as interpersonal relationships at work, career progression, and time management. Positive interpersonal relationships foster a collaborative and supportive work environment, enhancing motivation and reducing stress, which in turn boosts productivity. Career progression offers a sense of purpose and ambition, driving youths to work harder and smarter to achieve their goals. Effective time management is crucial for prioritizing tasks, meeting deadlines, and avoiding burnout, all of which contribute to consistent and high-quality performance. Together, these elements influence how effectively and efficiently youths perform in their professional roles.

3.6 Measurement levels

The research study employed various levels of measurement to accurately capture data. Nominal measurement was used for categorical variables such as gender, employment status, and educational level. Ordinal measurement was applied to rank ordered variables like the severity of mental health symptoms and perceived levels of stress or anxiety. Interval measurement was used for variables such as age or number of hours worked, where equal intervals between values are meaningful. Ratio measurement was applied to variables like income and productivity metrics (e.g., tasks completed, output produced), where both the interval and true zero points are meaningful.

3.7 Data collection procedure

After writing the research proposal to the satisfaction of the supervisor, an introductory letter for seeking permission to proceed for data collection was obtained from Uganda Christian University, and this was used to make respondents believe in the researcher. This letter was taken to the Kanyu Town Council to seek for permission before engaging the population for the study.

3.8 Data collection instruments

The research study utilized a structured questionnaire and a focused group discussion guide to collect information.

3.8.1 Questionnaire

A questionnaire was used to collect quantitative data from a larger sample of youths. The questionnaire included structured questions designed to measure variables such as mental health status, productivity levels, demographic information, and related factors like stress, anxiety, and work environment. These questions were mostly closed-ended, allowing respondents to choose from predefined options, making it easier to quantify the responses and perform statistical analysis. The questionnaire was administered either in person or online, depending on the accessibility of the target population, ensuring that the data collected is reliable and representative of the broader youth population in the town council.

3.9 Quality control

Quality control was ensured through several key measures. First, the research instruments, such as questionnaires and interview guides, were pre-tested in a pilot study to identify and correct any issues with clarity, relevance, and reliability. Data collection was standardized, with all

enumerators receiving thorough training to ensure consistency in administering surveys and conducting interviews. Regular supervision and spot-checks was conducted during data collection to address any deviations from the protocol. Data entry included double-entry verification to minimize errors, and statistical analysis incorporated checks for data accuracy, such as identifying outliers and inconsistencies. Finally, peer reviews of the research process and findings was conducted to ensure the validity and reliability of the study, thus enhancing the overall quality of the research.

3.10 Data processing and analysis

Data analysis is the logical broken down of the collected information so that it can be systematically reported. Data analysis depends on whether it is qualitative or quantitative (Creswell, 2009).

Quantitative data was analyzed using statistical methods to identify patterns, correlations, and potential causality between mental health and productivity. Descriptive statistics, such as means, frequencies, and percentages, was used to summarize the characteristics of the sample population, including demographics and mental health status. Inferential statistics, such as t-tests, chi-square tests, and regression analysis, was employed to determine the strength and significance of the relationship between mental health variables (e.g., levels of anxiety, depression) and productivity outcomes (e.g., work output, absenteeism). Data was processed using statistical software like SPSS version 23, and results was presented in tables, charts, and graphs for easy interpretation.

3.11 Ethical considerations

Ethical considerations in the research were carefully addressed to ensure the protection and well-being of all participants.

- Informed consent was obtained from all participants, ensuring they fully understand the purpose of the study, their role in it, and their right to withdraw at any time without any negative consequences.
- Confidentiality was strictly maintained by anonymizing personal data and securely storing all information collected.
- The research also ensured that no harm comes to the participants, both physically and emotionally, by being sensitive to the potentially distressing nature of discussing mental health issues.

- Additionally, ethical approval was sought from a relevant ethics committee or institutional review board to ensure that the study adheres to all necessary ethical guidelines and standards.
- Participants were also provided with resources or referrals for mental health support if the discussions trigger any emotional distress.

CHAPTER FOUR

DATA PRESENTATION, INTERPRETATION AND DISCUSSION OF FINDINGS

4.0 Introduction

This chapter presents the findings on the effect of mental health on the productivity of youths in kanyu town council, Kumi district. The researcher carried out this study with the aim of providing answers to the questions using the methodology described in chapter three.

4.1 Response rate

The sample size of the population was 63. Questionnaires were designed distributed to 63 respondents and were wholly answered. This implies that the response rate was perfect.

4.2 Bio Data

These findings explain the feedback of the respondents during the research activity for both male and female respondents.

4.2.1 Gender of respondents

Table 2 showing the Gender of respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Male	20	32.0	32.0	32.0
Valid Females	43	68.0	68.0	100.0
Total	63	100.0	100.0	

Source: primary data (2024)

The table 2 above shows that, 32% were male while 68% were female. This implies that the views of females were more represented in the study findings than those of the males and it also implies that the study involved more females with 68% than males at 32% in Kanyu town council.

4.2.2 Marital status of respondents

Table 3 showing marital status of respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Single	12	19.0	19.0	19.0
Married	30	48.0	48.0	67.0
Valid Divorced	8	13.0	13.0	80.0
Widowed	13	20.0	20.0	100.0
Total	63	100.0	100.0	

Source: Primary data (2024)

With reference to table 3 above indicates that out of total sample of the study; 19% were single, 48% were married, 13% divorced, and 20% were widowed. this implies that Kanyu town council employs the majority of its employees who are married with 48% which shows that they are responsible enough to carry out the tasks being assigned to which can improve on the performance of the entity.

4.2.3 Age of respondents

Table 4 showing Age group of respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
21-30 years	12	19.0	19.0	19.0
31-40 years	22	35.0	35.0	54.0
Valid 41-50 years	10	16.0	16.0	70.0
Above 50 years	19	30.0	30.0	100.0
Total	63	100.0	100.0	

Source: Primary data (2024)

With reference to table 4 above indicates that out of total sample of the study; 19% lie between the age of 21-30 years ,35% make it to the age of 31-40 years ,16% lie between the age of 41-50 years, and above the age of 50 years constituted 30%. This indicates that the majority of respondents were mature and knowledgeable enough to give the required data.

4.2.4 Qualification of respondents

Table 5 Showing academic qualification of respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Secondary	11	17.0	17.0	17.0
Certificate	8	13.0	13.0	30.0
Diploma	25	40.0	40.0	70.0
Bachelor's	14	22.0	22.0	92.0
Masters	5	8.0	8.0	100.0
Total	63	100.0	100.0	

Source: primary data (2024)

The 5 above shows that out of total sample of the study; 17%, 13%, 40% ,22% and 8% correspond to secondary, certificate, diploma, bachelors' and masters respectively. This indicates that all respondents who participated in giving out information in Kanyu town council had attained certain level of education with the majority of the respondents corresponding to 40% who are mainly of diploma holders.

4.2.5 Years of working

Table 6 showing years of working by respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Less than 1 year	15	24.0	24.0	24.0
1-2 years	38	60.0	60.0	84.0
Above 3 years	10	16.0	16.0	100.0
Total	63	100.0	100.0	

Source: Primary data (2024)

Table 6 above shows that 24%, 60%, and 16%, correspond to less than 1 year, 1-2 years, and above 3 years respectively, This however implies that Kanyu town council employs experienced workers who have had reasonable numbers of years of experience with 40% such that the goals formulated by the entity can be achieved well besides this it also implies that majority of the respondents had served for a considerable period which indicates that most of the respondents had vast knowledge which could be relied upon by this study.

4.3.0 Research question one: Finding out on the impact of social support on interpersonal relationships at work among youths in Kanyu town council

Table 7 below indicates that 30% strongly agreed, 24% Agreed to the statement that social support fosters open communication among youths, leading to more effective teamwork and collaboration, while 10% Disagreed, 19% strongly disagreed to the same statement, 17% were not sure hence implying that social support fosters open communication among youths, leading to more effective teamwork and collaboration.

When asked whether social support can help reduce misunderstandings and conflicts by promoting empathy and understanding among coworkers 5% strongly agreed, 14% agreed to the statement while 29% disagreed, 46% disagreed to the same statement while 6% of the respondents were not sure. This concurs with the research carried out by Van der Stede, (2000) affirmed that social support can help reduce misunderstandings and conflicts by promoting empathy and understanding among coworkers.

It can also be seen that majority constituting minority of respondents 11% strongly agreed, 22% Agreed to the statement that youths who receive social support are more satisfied with their jobs, as positive relationships at work contribute to a more enjoyable work environment, 32% Disagreed, 22% strongly disagreed to the same statement, 13% were not sure. This is an indication that youths who receive social support are more satisfied with their jobs, as positive relationships at work contribute to a more enjoyable work environment.

It was also observed that majority of the respondents 33% strongly agreed, 29% agreed to the statement that a supportive work environment can improve overall morale, making youths feel more valued and appreciated by their peers, 3% Disagreed, 19% strongly disagreed to the same statement while 16% of the respondents were not sure. This was in accordance to Hindorf (2001) stressed that a supportive work environment can improve overall morale, making youths feel more valued and appreciated by their peers implying that a supportive work environment can improve overall morale, making youths feel more valued and appreciated by their peers.

Furthermore, it can be intimated that 48% strongly agreed, 13% Agreed to the statement that social support helps youths feel like part of a community, which enhances their sense of belonging and

connection with colleagues, 22% Disagreed, 3% strongly disagreed to the same statement forming the majority of the respondents while 14% of the respondents were not sure. However such findings concurs with the research carried out by Watson (2000) denoted that social support helps youths feel like part of a community, which enhances their sense of belonging and connection with colleagues hence this is an indication that social support helps youths feel like part of a community, which enhances their sense of belonging and connection with colleagues.

Table 7: Showing the impact of social support on interpersonal relationships at work among youths in Kanyu town council

Detail	SA (%)	A (%)	N (%)	D (%)	SD (%)	Mean	S.D
Social support fosters open communication among youths, leading to more effective teamwork and collaboration	30.0	24.0	17.0	29.0	19.0	1.681	0.892
Social support can help reduce misunderstandings and conflicts by promoting empathy and understanding among coworkers	5.0	14.0	6.0	29.0	46.0	2.116	1.136
Youths who receive social support are more satisfied with their jobs, as positive relationships at work contribute to a more enjoyable work environment	11.0	22.0	13.0	32.0	22.0	2.967	1.262
A supportive work environment can improve overall morale, making youths feel more valued and appreciated by their peers	33.0	29.0	16.0	3.0	19.0	3.317	1.421
Social support helps youths feel like part of a community, which enhances their sense of belonging and connection with colleagues	48.0	13.0	14.0	22.0	3.0	2.967	1.377
Average						2.610	1.218

Source: Primary data (2024)

4.4.0 Research question two: Finding out the influence of substance use on career progression among youths in Kanyu town council

With reference to table 8 below, it can be seen that 35% strongly agreed, 21% Agreed to the statement that substance use can lead to decreased focus and productivity, hindering youths' ability to meet work expectations and advance in their careers, 31% Disagreed, 10% strongly disagreed to the same statement while 3% of the respondents were not. These findings were in line with Wallitsch (2007) argues that substance use can lead to decreased focus and productivity, hindering youths' ability to meet work expectations and advance in their careers. there by implying that substance use can lead to decreased focus and productivity, hindering youths' ability to meet work expectations and advance in their careers.

However 33% strongly agreed, 47% Agreed to the statement that youths who use substances may have higher rates of absenteeism due to health issues or addiction-related problems, negatively impacting their career progression, 2% Disagreed, 5% strongly disagreed to the same statement while 13% of the respondents were not sure. This concurs with the research carried out by Kannan (2004) affirmed that youths who use substances may have higher rates of absenteeism due to health issues or addiction-related problems, negatively impacting their career progression implying that youths who use substances may have higher rates of absenteeism due to health issues or addiction-related problems, negatively impacting their career progression.

It can also be seen that 6% strongly agreed, 14% Agreed to the statement that substance use can impair judgment and decision-making skills, leading to mistakes and poor performance at work, which can stall career advancement, 43% Disagreed, 13% strongly disagreed to the same statement and 24% of the respondents were not sure. This is an indication that substance use can impair judgment and decision-making skills, leading to mistakes and poor performance at work, which can stall career advancement.

When asked whether substance use can strain relationships with colleagues and supervisors, reducing opportunities for mentorship, networking, and promotions it can be seen that 25% strongly agreed, 32% Agreed to the statement, 10% of the respondents were not sure while 13% Disagreed, 20% strongly disagreed to the same statement making the minority of the

respondents. This is an indication that substance use can strain relationships with colleagues and supervisors, reducing opportunities for mentorship, networking, and promotions.

It can also be observed that 35% strongly agreed, 16% Agreed to the statement that chronic substance use can lead to long-term health problems, affecting a youth's ability to maintain consistent performance and reliability at work, 22% Disagreed, 17% strongly disagreed to the same statement while 10% of the respondents were not sure. These findings were in line with Girma (2004) stressed out that chronic substance use can lead to long-term health problems, affecting a youth's ability to maintain consistent performance and reliability at work. This is an indication that chronic substance use can lead to long-term health problems, affecting a youth's ability to maintain consistent performance and reliability at work.

Table 8: Showing the influence of substance use on career progression among youths in Kanyu town council

Details	SA (%)	A (%)	N (%)	D (%)	SD (%)	Mean	S.D
Substance use can lead to decreased focus and productivity, hindering youths' ability to meet work expectations and advance in their careers	35.0	21.0	3.0	31.0	10.0	2.250	1.230
Youths who use substances may have higher rates of absenteeism due to health issues or addiction-related problems, negatively impacting their career progression	33.0	47.0	13.0	2.0	5.0	2.000	.974
Substance use can impair judgment and decision-making skills, leading to mistakes and poor performance at work, which can stall career advancement	6.0	14.0	24.0	43.0	13.0	1.750	.950

Substance use can strain relationships with colleagues and supervisors, reducing opportunities for mentorship, networking, and promotions.	25.0	32.0	10.0	13.0	20.0	1.867	.676
Chronic substance use can lead to long-term health problems, affecting a youth's ability to maintain consistent performance and reliability at work	35.0	16.0	10.0	22.0	17.0	3.133	3.605
Average mean						2.20	1.487

Source: Primary data (2024)

4.4.0 Research question three: Finding out the effect of work-life balance on time management among youths in Kanyu town council

With reference to table 9 below, it can be seen that 8% strongly agreed, 21% to the statement that achieving work-life balance helps youths prioritize tasks effectively, ensuring both work and personal responsibilities are managed efficiently, 29% Disagreed, 31% strongly disagreed to the same statement while 11% of the respondents were not sure. This concurs with the research carried out by Mureithi (2008) who stated that achieving work-life balance helps youths prioritize tasks effectively, ensuring both work and personal responsibilities are managed efficiently. This implies that achieving work-life balance helps youths prioritize tasks effectively, ensuring both work and personal responsibilities are managed efficiently.

It can be observed that the majority of the respondents 38% strongly agreed, 24% agreed to the statement that youths with a balanced work-life approach often experience increased productivity because they are more focused and energized, 6% Disagreed, 15% strongly disagreed to same while 17% of the respondents were not sure. This agrees with the research carried out by Wrigley (2008) stressed that youths with a balanced work-life approach often experience increased productivity because they are more focused and energized hence implying that youths with a balanced work-life approach often experience increased productivity because they are more focused and energized.

When asked whether balancing work and life encourages youths to develop better scheduling skills, leading to more organized and effective time management 22% strongly agreed, 29% strongly agreed to the statement, 14% Disagreed, 19% strongly disagreed to the same statement mean while 16% of the respondents were not sure. These findings were in line with Danida, (2012) who articulated that balancing work and life encourages youths to develop better scheduling skills, leading to more organized and effective time management. This is an indication that balancing work and life encourages youths to develop better scheduling skills, leading to more organized and effective time management.

It can also be observed that the majority of the respondents 54% strongly agreed, 21% Agreed to the statement that effective work-life balance helps youths manage stress, allowing them to allocate time more effectively to both work and personal activities, 17% Disagreed, 6% strongly disagreed to the same statement while 2% of the respondents were not sure. This was in accordance to Várzea (2005) pointed out that effective work-life balance helps youths manage stress, allowing them to allocate time more effectively to both work and personal activities. This is a manifestation that effective work-life balance helps youths manage stress, allowing them to allocate time more effectively to both work and personal activities. it can be observed that the majority of the responds 43% strongly agreed ,25% agreed to the statement that youths who achieve work-life balance can be more flexible in their time management, adapting to changes and unexpected demands more easily, 16% Disagreed, 3% strongly disagreed to the same statement while 13% of the respondents were not sure hence implying that youths who achieve work-life balance can be more flexible in their time management, adapting to changes and unexpected demands more easily.

Table 9: Showing the effect of work-life balance on time management among youths in Kanyu town council

Detail	SA (%)	A (%)	N (%)	D (%)	SD (%)	Mean	S.D
Inhalant use can lead to withdrawal from social activities and relationships due to changes in behavior and mood	8.0	21.0	11.0	29.0	31.0	2.350	1.448
The stigma associated with inhalant use can result in feelings of shame, causing individuals to isolate themselves from others	38.0	24.0	17.0	6.0	15.0	2.383	1.993
Chronic inhalant use can lead to erratic or aggressive behavior, pushing friends and family away and increasing social isolation	22.0	29.0	16.0	14.0	19.0	2.267	1.260
Inhalant use can cause cognitive impairments, making it difficult for users to engage in social interactions, leading to isolation	54.0	21.0	2.0	17.0	6.0	2.667	1.130
Prolonged inhalant use can erode social skills, making it challenging to maintain relationships	43.0	25.0	13.0	16.0	3.0	2.367	1.823
Average mean						2.407	1.1308

Source: Primary data 2024

CHAPTER FIVE

SUMMARY OF THE FINDINGS CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction.

In this chapter the researcher gives a summary of findings, conclusions and recommendation in line with the research questions and objectives.

5.1 Summary of findings.

The researcher provided a summary of findings in line with the objectives as follows;

5.1.1 Research Question one: Findings on the impact of social support on interpersonal relationships at work among youths in Kanyu town council

The study investigated into the impact of social support on interpersonal relationships at work among youths in Kanyu town council. Results according to descriptive statistics showed that most respondents were positive to the statements that they were asked. For example; majority of respondents constituting 30% strongly agreed, 24% Agreed to the statement that social support fosters open communication among youths, leading to more effective teamwork and collaboration; 33% strongly agreed, 29% agreed to the statement that a supportive work environment can improve overall morale, making youths feel more valued and appreciated by their peers; 48% strongly agreed, 13% Agreed to the statement that social support helps youths feel like part of a community, which enhances their sense of belonging and connection with colleagues.

On the other hand, while 29% disagreed, 46% disagreed to the statement that social support can help reduce misunderstandings and conflicts by promoting empathy and understanding among coworkers, besides 32% Disagreed, 22% strongly disagreed to the to the statement that youths who receive social support are more satisfied with their jobs, as positive relationships at work contribute to a more enjoyable work environment. Most responses were positive indicating that social support has a significant effect on interpersonal relationships at work among youths in Kanyu town council

5.1.2 Research Question two: Findings on the influence of substance use on career progression among youths in Kanyu town council

The study investigated into the influence of substance use on career progression among youths in Kanyu town council. Results according to descriptive statistics indicated that majority of the respondents 35% strongly agreed, 21% Agreed to the statement that substance use can lead to decreased focus and productivity, hindering youths' ability to meet work expectations and advance in their careers, 33% strongly agreed, 47% Agreed to the statement that youths who use substances may have higher rates of absenteeism due to health issues or addiction-related problems, negatively impacting their career progression, it can be observed that 25% strongly agreed, 32% Agreed to the statement that substance use can strain relationships with colleagues and supervisors, reducing opportunities for mentorship, networking, and promotions, and 35% strongly agreed, 16% Agreed to the statement that chronic substance use can lead to long-term health problems, affecting a youth's ability to maintain consistent performance and reliability at work while 43% Disagreed, 13% strongly disagreed to the same statement that substance use can impair judgment and decision-making skills, leading to mistakes and poor performance at work, which can stall career advancement, Most responses were positive indicating that substance use has a significant effect on career progression among youths in Kanyu town council.

5.1.3 Question three: Findings on the effect of work-life balance on time management among youths in Kanyu town council

Results according to elucidation statistics revealed that 22% strongly agreed, 29% strongly agreed to the statement that balancing work and life encourages youths to develop better scheduling skills, leading to more organized and effective time management, 54% strongly agreed, 21% Agreed to the statement that effective work-life balance helps youths manage stress, allowing them to allocate time more effectively to both work and personal activities, 43% strongly agreed, 25% agreed to the statement that youths who achieve work-life balance can be more flexible in their time management, adapting to changes and unexpected demands more easily, and 38% strongly agreed, 24% agreed to the statement that youths with a balanced work-life approach often experience increased productivity because they are more focused and energized. On the other hand, 29% Disagreed, 31% strongly disagreed to the same statement to the statement that achieving work-life balance helps youths prioritize tasks effectively, ensuring both work and personal responsibilities are managed efficiently. Most responses were positive that work-life balance has a significant effect on time management among youths in Kanyu town council.

5.2 Conclusion

Basing on the results of the first objective, it can be concluded social support has a significant effect on interpersonal relationships at work among youths in Kanyu town council. Therefore should be enhanced by; fostering an inclusive and collaborative workplace culture that encourages open communication and mutual respect. Employers can facilitate team-building activities and social events that allow young employees to interact in informal settings, building trust and camaraderie. Providing mentorship programs where experienced staff guide and support younger employees can help bridge generational gaps and foster supportive relationships. Additionally, offering training in communication and conflict resolution skills equips youths with the tools to manage interpersonal challenges effectively. Creating a supportive work environment where feedback is constructive and encouragement is prevalent helps reinforce positive interpersonal relationships and enhances overall workplace morale.

Basing on the results of the second objective, it can be concluded that substance use has a significant effect on career progression among youths in Kanyu town council.. This can be enhanced by adopting a comprehensive approach that promotes awareness, education, and support. Employers and educational institutions can enhance career progression by implementing substance use prevention programs that educate youths about the risks and consequences of substance use on their professional and personal lives. Offering access to counseling and support services for those struggling with substance use can help youths overcome addiction and stay focused on their career goals. Additionally, fostering a supportive workplace culture that emphasizes healthy lifestyle choices, mental well-being, and peer support can discourage substance use and encourage positive behaviors that align with career advancement. Encouraging participation in extracurricular activities and creating environments that promote healthy coping mechanisms further support youths in maintaining a substance-free lifestyle, enabling them to progress in their careers more effectively. .

It can also be concluded basing on objective three that work-life balance has a significant effect on time management among youths in Kanyu town council. This can be enhanced by promoting strategies that help them effectively allocate their time between professional responsibilities and personal life. Employers can implement flexible work arrangements, such as remote work

options or adjustable hours, to allow youths to manage their time according to their personal and professional needs. Providing training on time management skills, including prioritization, goal setting, and efficient task completion, can help youths make the most of their work hours while preserving time for rest and recreation. Encouraging the use of digital tools and applications for scheduling and productivity can also aid in balancing work and life commitments. Additionally, fostering a workplace culture that respects personal time and discourages excessive overtime or after-hours work helps youths maintain a healthy work-life balance, ultimately improving both their well-being and job performance.

5.3 Recommendations

There is need for Kanyu town council to foster an inclusive and collaborative workplace culture that encourages open communication and mutual respect. Employers can facilitate team-building activities and social events that allow young employees to interact in informal settings, building trust and camaraderie. Providing mentorship programs where experienced staff guide and support younger employees can help bridge generational gaps and foster supportive relationships. Additionally, offering training in communication and conflict resolution skills equips youths with the tools to manage interpersonal challenges effectively. Creating a supportive work environment where feedback is constructive and encouragement is prevalent helps reinforce positive interpersonal relationships and enhances overall workplace morale.

Kanyu town council should adopt a comprehensive approach that promotes awareness, education, and support. Employers and educational institutions can enhance career progression by implementing substance use prevention programs that educate youths about the risks and consequences of substance use on their professional and personal lives. Offering access to counseling and support services for those struggling with substance use can help youths overcome addiction and stay focused on their career goals. Additionally, fostering a supportive workplace culture that emphasizes healthy lifestyle choices, mental well-being, and peer support can discourage substance use and encourage positive behaviors that align with career advancement. Encouraging participation in extracurricular activities and creating environments that promote healthy coping mechanisms further support youths in maintaining a substance-free lifestyle, enabling them to progress in their careers more effectively. .

There is need to promote strategies that help them effectively allocate their time between professional responsibilities and personal life. Employers can implement flexible work

arrangements, such as remote work options or adjustable hours, to allow youths to manage their time according to their personal and professional needs. Providing training on time management skills, including prioritization, goal setting, and efficient task completion, can help youths make the most of their work hours while preserving time for rest and recreation. Encouraging the use of digital tools and applications for scheduling and productivity can also aid in balancing work and life commitments. Additionally, fostering a workplace culture that respects personal time and discourages excessive overtime or after-hours work helps youths maintain a healthy work-life balance, ultimately improving both their well-being and job performance.

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APPENDICES

APPENDIX I: QUESTIONNAIRE

Dear respondent;

I am Amujal Dinah carrying out research on the topic “effect of mental health on the productivity of youths in kanyu town council, Kumi district.” as a partial fulfillment for the award of bachelors degree of social work and social administration at Uganda Christian University .The questionnaire is designed to help me collect relevant information and therefore I kindly request you to participate in responding to the questions that will be asked .However the information given will be treated confidential and will only be used for academic purpose.

SECTION 1: DEMOGRAPHIC DATA

(Tick in the box provided)

1. Gender distribution of the respondent

a) Male b) Female

2. Marital status of the respondent

a) Single b) Married Divorced Widowed

3. Age bracket of the respondent (years)

a) 20-30 b) 31-40 c) 41-50 C) 60 and above

4. Academic qualification of respondent

a) Secondary b) Certificate c) Diploma d) Bachelors' Masters

5. Years of working by the respondents.

a) Less than 1 year b) 1-2 years c) 3 years and above

Section A: To analyze the impact of social support on interpersonal relationships at work among youths in Kanyu town council. This section aims at analyzing the impact of social support on interpersonal relationships at work among youths in Kanyu town council. Please indicate your opinion on the following statements using the Linkert scale. Key: **1= agree, 2= strongly agree; 3= not sure; 4= disagree; 5= strongly disagree.**

No		1	2	3	4	5
1	Social support fosters open communication among youths, leading to more effective teamwork and collaboration.					
2	Social support can help reduce misunderstandings and conflicts by promoting empathy and understanding among coworkers.					
3	Youths who receive social support are more satisfied with their jobs, as positive relationships at work contribute to a more enjoyable work environment.					
4	A supportive work environment can improve overall morale, making youths feel more valued and appreciated by their peers.					
5	Social support helps youths feel like part of a community, which enhances their sense of belonging and connection with colleagues.					

Section B: To assess the influence of substance use on career progression among youths in Kanyu town council. This section aims at assessing the influence of substance use on career progression among youths in Kanyu town council. Please indicate your opinion on the following statements using the Linkert scale. Key: **1= agree, 2= strongly agree; 3= not sure; 4= disagree; 5= strongly disagree.**

No		1	2	3	4	5
1	Substance use can lead to decreased focus and productivity, hindering youths' ability to meet work expectations and advance in their careers.					
2	Youths who use substances may have higher rates of absenteeism due to health issues or addiction-related problems, negatively impacting their career progression.					
3	Substance use can impair judgment and decision-making skills, leading to mistakes and poor performance at work, which can stall career advancement.					
4	Substance use can strain relationships with colleagues and supervisors, reducing opportunities for mentorship, networking, and promotions.					
5	Chronic substance use can lead to long-term health problems, affecting a youth's ability to maintain consistent performance and reliability at work.					

Section C: To determine the effect of work-life balance on time management among youths in Kanyu town council

This section aims at determining the effect of work-life balance on time management among youths in Kanyu town council. Please indicate your opinion on the following statements using the Linkert scale. Key: 1= agree, 2= strongly agree; 3= not sure; 4= disagree; 5= strongly disagree.

No		1	2	3	4	5
1	Achieving work-life balance helps youths prioritize tasks effectively, ensuring both work and personal responsibilities are managed efficiently					
2	Youths with a balanced work-life approach often experience increased productivity because they are more focused and energized.					
3	Balancing work and life encourages youths to develop better scheduling skills, leading to more organized and effective time management.					
4	Effective work-life balance helps youths manage stress, allowing them to allocate time more effectively to both work and personal activities.					
5	Youths who achieve work-life balance can be more flexible in their time management, adapting to changes and unexpected demands more easily.					



UGANDA CHRISTIAN UNIVERSITY

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Office of the Academic Registrar

To THE TOWN CLERK
KANYUM TOWN COUNCIL



Dear Sir/Madam,

Re: Academic Research

Christian greetings!

*Received of Mr. Amutal Aiyah
and forwarded for data collection.*

We are honored to introduce to you Mr. Mrs./Miss AMUTAL AIYAH
Of Registration Number J22/MUC/BSW/050 pursuing a Masters' Degree/Postgraduate Diploma / Bachelor's Degree BACHELOR'S DEGREE

He/ she is required to carry out academic research on the topic EFFECTS OF MENTAL HEALTH ON THE PRODUCTIVITY OF YOUTHS IN KANYUM TOWN COUNCIL, KUMI DISTRICT.

and thereafter produce a well bound hard cover research report (MAROON) in color for undergraduate and three (BLACK) copies for Postgraduate students as a university requirement for the award of a degree/diploma in the academic discipline that he / she is pursuing.

We shall be grateful for the help you may offer to him or her accordingly.
Thank you.

Yours faithfully,


Mr. Akampurira Timothy
Academic Registrar

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