

## **DEDICATION**

I dedicate this study to my husband Anderson Faindani Mwale whose timeless support and encouragement makes this work to be what it is today. I also dedicate this work to my children Synoden, Nason, Stephen, Emmanuel, Ezekiel, my nephew Mabvuto and indeed my grand children Kutemwa, Lusungu, Chikondi and Ethan.

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## **AUTHOR'S DECLARATION**

I, Audrey Lungu do declare that this dissertation represents my own work and that it has neither in any part nor in whole, been presented as substance for the award of any degree at this or any other University. Where other people's works have been used, acknowledgements have been made.

Signature of Author.....

Signature of the Supervisor.....

Date.....

## APPROVAL

The University of Zambia approves the dissertation of Audrey Lungu as fulfilling part of the requirements for the award of the degree of Master of Education in Adult Education.

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Date.....

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## **ABSTRACT**

This report is an establishment of the challenges of combining work and study faced by working students at the University of Zambia and how they were coping with the challenges. The objectives of the study were to: explore challenges working students face at their respective work places as a result of combining work with academic studies; identify challenges working students face in their academic studies as a result of combining with their formal employment; establish how working students combine family responsibilities, work commitments and the demands of academic studies; and make propositions which would be used by working students to mitigate and respond to challenges.

In this study, a descriptive survey design was adopted and it consisted of both quantitative and qualitative methods of collecting data. Semi-structured questionnaires and interview guides were used as data collection tools. The sample size was one hundred and fifty (150) which comprised one hundred and forty (140) working students and ten (10) lecturers including Assistant Deans and Heads of Departments.

The study established that the major challenges working students faced in combining work and study were, lack of sponsorship from their workplaces to fund their studies; pressure of academic work and financial constraints due to multiple responsibilities such as family demands and community concerns; and employer expectation at places of work. The study established that this trend was followed by head counting or disciplinary action taken against those who did not comply. In addition to these challenges, the study revealed that working students faced challenges common to all University of Zambia students such as lack of accommodation on the campus; lack of study space and inadequate up-to-date relevant study materials.

The study also established that despite these challenges, working students managed to balance family responsibilities, work commitments and demands of academic work by sharing their challenges with Academic Members of Staff, and sometimes with colleagues for relief and advice. In an attempt to mitigate and respond to challenges, working students set priorities and in certain instances, they attended to the challenges as they surfaced.

In order to offset these challenges, the study made a number of recommendations. The major ones were that the government should come up with a policy to award scholarships to working students on self sponsorship, especially those studying in needy areas. The government should arrange for an orientation programme for working students to assist them on how to manage time and stress. The University of Zambia should build flats for students without accommodation because boarding houses are not conducive, as they lack study space and privacy for adults from their own homes, and the University of Zambia main library should be expanded and stocked with more up-to-date study materials, relevant to courses being offered at the institution.

## TABLE OF CONTENTS

Dedication.....	i
Copyright Declaration.....	ii
Author’s Declaration.....	iii
Approval.....	iv
Acknowledgements.....	v
Abstract.....	vi
Table of Contents.....	viii
List of Tables.....	xii

### CHAPTER ONE

1.0	Introduction.....	1
1.1	Background of the problem.....	1
1.2	Statement of the problem.....	6
1.3	Purpose of the study.....	7
1.4	Objectives of the study.....	7
1.5	Research questions.....	7
1.6	Significance of the study.....	8
1.7	Delimitation of the study.....	8
1.8	Limitation of the study.....	8
1.9	Operational definition of terms.....	8
1.10	Organization of the study.....	9
1.11	Summary of the chapter.....	9

### CHAPTER TWO

2.0	LITERATURE REVIEW.....	11
2.1	Introduction.....	11
2.2	Theoretical framework.....	11
2.3	Characteristics of adult learners worldwide.....	13
2.4	Needs and interests of adult learners worldwide.....	14
2.5	Challenges faced by adult learners worldwide.....	15

2.5.1	Situational Challenges .....	15
2.5.2	Institutional challenges .....	16
2.5.3	Dispositional challenges .....	16
2.5.4	Physiological condition and physical health .....	17
2.5.5	Predispositions to learning .....	18
2.5.6	Adjustments and adaptability .....	19
2.5.7	Acquiescent ways .....	20
2.5.8	Disuse of cognitive functioning .....	20
2.5.9	Physiological challenges .....	21
2.5.10	Psychological challenges .....	22
2.5.11	Sociological challenges .....	22
2.6	Challenges faced by adults who combine work and study worldwide .....	24
2.6.1	Family level .....	24
2.6.2	Work place level .....	25
2.6.3	Institutional level .....	26
2.7	Summary of the chapter .....	27

### **CHAPTER THREE**

3.0	METHODOLOGY .....	28
3.1	Introduction .....	28
3.2	Research method .....	28
3.3	Research design .....	28
3.4	Universe population .....	29
3.5	Sample and sampling procedure .....	29
3.6	Research instrument .....	31
3.6.1	Questionnaire .....	31
3.6.2	Interview .....	31
3.7	Data collection procedure .....	31
3.8	Data analysis .....	32
3.9	Ethical considerations .....	33

3.10	Summary of the methodology.....	34
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## **CHAPTER FOUR**

4.0	PRESENTATION OF FINDINGS.....	35
4.1	Introduction.....	35
4.2	What challenges do working students face at their respective work places as a result of combining work with academic studies?.....	35
4.3	What challenges do working students face in their academic studies as a result of combining work with their formal employment? .....	39
4.4	How do working students combine family responsibilities, work commitments and demands of academic studies?.....	45
4.5	What propositions do working students use to mitigate challenges?.....	51
4.6	Findings from interviews with Academic Members of Staff, Heads of Departments and Assistant Deans.....	52
4.6.1	What challenges do working students face at their work places as a result of combining work and study?.....	52
4.6.2	Challenges faced by mature students generally.....	52
4.7.	What challenges do working students face in their academic studies as a result of combining work with their formal employment?.....	53
4.7.1	Problems faced by mature students academically .....	54
4.8	How do working students combine family responsibilities, work commitments and demands of academic work? .....	55
4.8.1	Lecturers, Heads of Departments and Assistant Deans responses to challenges faced by mature students?.....	55
4.9	What propositions do working students use to mitigate challenges?.....	56
4.9.1	Dealing with mature students who fail to cope with academic work .....	56
4.9.2	Summary of the findings .....	57

## **CHAPTER FIVE**

5.0	DISCUSSION OF FINDINGS .....	58
5.1	Introduction .....	58
5.2	To explore challenges working students face at their respective work places as a result of combining work with academic studies .....	58
5.2.1	Lack of sponsorship .....	58
5.2.2	Involvement in social and several other activities .....	59
5.2.3	Getting permission to attend lectures .....	60
5.2.4	Finding time to revise the work taught .....	61
5.3	To identify challenges working students face in their academic as a result of combining work with their formal employment .....	61
5.3.1	Lack of accommodation .....	61
5.4	To establish how working students combine family responsibilities, work commitments and demands of academic studies .....	62
5.4.1	Problem sharing with academic counselors .....	62
5.4.2	Planning ahead .....	63
5.5	To make propositions which could be used by working students to mitigate challenges .....	63
5.5.1	Setting priorities .....	63
5.5.2	Attend to problems as they surfaced .....	64
5.6	Summary of the chapter .....	64

## **CHAPTER SIX**

6.0	CONCLUSIONS AND RECOMMENDATIONS .....	65
6.1	Introduction .....	65

6.2	Conclusions .....	65
6.3	Recommendations .....	68
6.4	Summary of the Chapter.....	69
<b>REFERENCES</b> .....		71
<b>APPENDICES</b> .....		76
A.	Questionnaire for Working Students.....	77
B.	Interview guide for Assistant Deans.....	84
C.	Interview guide for Heads of Departments and Academic Members of Staff .....	85
D.	Schedule of study.....	86
E.	Research Budget.....	87
F.	Letter of Permission.....	88

## LIST OF TABLES

Table 1: Status of sponsorship.....	36
Table 2: Type of employers.....	36
Table 3: The category they fall at their work places.....	37
Table 4: Whether their supervisors would recommend them if they were in a position to support them .....	37
Table 5: Challenges at workplaces.....	38
Table 6: Whether or not on study leave .....	39
Table 7: Challenges encountered in academic studies.....	39
Table 8: Whether they made a plan for activities to achieve their studies.....	40
Table 9: How respondents adhered to the plan.....	41
Table 10: Challenges after formulating a plan.....	41
Table 11: Whether respondents found it easy to work on course or group assignment school leavers.....	42
Table 12: Reasons for either finding it easy or not easy to work on course or group assignments with school leavers.....	43
Table 13: Whether or not their families were supportive in studies.....	44
Table 14: Whether or not respondents had free time.....	44
Table 15: How respondents spent their free time.....	45
Table 16: Dealing with an illness or problem in the family during the course of the semester.....	46
Table 17: Amount of time allocated to social responsibilities.....	47
Table 18: Whether or not respondents had children or any dependents.....	47
Table 19: The person taking care of the respondents' children or dependents while they were at school.....	48

Table 20: Age of the respondents' youngest child or dependent .....	49
Table 21: The one who did the laundry while respondents were at school.....	50
Table 22: Combining family responsibilities, work commitments and demands of academic studies.....	51
Table 23: Propositions working students used to mitigate challenges.....	52