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RESEARCH ARTICLE

Illicit Drug Addiction and Efficacy of Employees in the Hospitality Industry

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Abstract: The study examined illicit drug addiction and employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria. The study specifically examined how illicit drug addiction such as alcohol addiction and marijuana addiction affect employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria. The descriptive survey research design was adopted for the study. The multi-stage sampling technique was used in selecting a sample of 297 from a population of 1,298 employees of the hospitality industry in Calabar Cross River State, Nigeria. Data was collected using a structured questionnaire. Data analysis was done using Regression analysis. The result revealed a statistically significant correlation between marijuana addiction, alcohol addiction, and employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria. Based on this finding, the study recommended that employers in the hospitality industry put punitive measures that will curb employees' illicit addiction to drugs.

Keywords: Illicit drug addiction, Alcohol addiction, marijuana addiction, employee job

1. Introduction

Illicit drug use has become an issue that the global society continues to garble with. It refers to the intense and, most times, uncontrollable drug craving coupled with the compulsion for drug seeking and intake that persists even with the knowledge of its devastating effect and consequences (Carroll & Onken, 2005; Ukwai, Eja & Uwanede, 2012). According to the United Nation Office of Drug and Crime (UNODC) (2019), globally, an estimated 35 million people suffer from illicit drug addiction. Ritchie and Rosen (2019) report that up to 11.8 million deaths globally are attributed to illicit drug addiction. Africa occupies the second position after the United States and Canada for trafficking and consumption of illicit drugs (United Nation, 2019). The United Nation estimates that 37 thousand deaths occur in Africa due to illicit drug consumption and addiction yearly (United Nation, 2019). This figure will continue to increase. In Nigeria, the National Drug Survey Use (2019) estimates that 14.3 million people suffer from drug abuse and addiction.

Illicit drug addiction causes organic, psychological, and mental health disorders, and these issues are accompanied by socioeconomic cost (Peacock, et.al., 2018; Angioha, Akintola, Ogunnubi & Butum, 2021). Such cost includes healthcare, low productivity, and other direct and indirect costs, including causing harm on others (Peacock et al., 2018). In the workplace, drug addiction and illicit drug consumption continue to be a severe elusive issue.



According to the United States Centre for Prevention and Health Service (2010), each year, illicit substance abuse costs the government 276 billion dollars on expenditures related to workplace injuries, disabilities payment, and productivity loss. Empirical evidence exists on the impact of illicit drug addiction and work performance. A study by Ames, Carbe and Moore (2007) in Costa Rica revealed that 30 per cent of workplace absenteeism and injuries is caused by illicit drug consumption. Rahman and Blum's (2012) study showed that drug addiction hampers employees' performance by 10 per cent. According to a National Survey on Drug Use and Health (2019) study, at least one in every 13 employees suffers from one illicit drug abuse disorder.

In Nigeria, 15 per cent of its adult population aged between 25 and 39 is reported to use psychoactive drug substances. The National Bureau of Statistics (2018) revealed that the prevalence of illicit substance abuse in adults between 15 and 64 years stands at 14.4 per cent. This age range is what makes up the labour force. The Southern part of Nigeria, which Calabar is part of, has the highest substance abuse prevalence rate, ranging between 13.8 and 22.4 per cent of its population (National Bureau of Statistics, 2019). In Calabar, the hospitality industry plays an essential role in the tourism industry. The industry provides the needed services by tourist and fun-seekers that visit the metropolis. To stand out in the industry, good quality service is essential. That is why employees are expected to put in long working hours. Breaks are far and few in between the long working hours that employees put in. People are expected to be focused and energetic. Sometimes achieving these traits can be nearly impossible when life gets the best of you. If your job depends on it, you may likely experiment with drugs or alcohol. This study examines the relationship between illicit drug addiction and employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria.

2. Research Method and Materials

2.1. Study Area

The study was conducted in Calabar Metropolis. Calabar is the capital of Cross River State, with a total landmass of 10,156 square meters. The area lies between latitudes 4° 0' 40" N and 5° 0' 51" N of the Equator and longitudes 8° 0' 35" E and 8° 0' 51" E of the Greenwich Meridian. It is among the largest Coastal Areas in Nigeria and is popularly known as Canaan City. Calabar is located at the edge of the Calabar River and is the most populated single city in Cross River state, owing mainly to rural-urban migration (Eni, 2014; Iji, Angioha & Okpa, 2019; Angioha, Omang, Ishie, & Iji, 2020; Uyi lowohma, Okon, & Unim, 2021). The original inhabitants of the area are the Efuts, Quas and the Effiks, but due to the need for a better life, tourism attraction and better jobs in the city, Calabar is now home to all tribes and ethnic group (Angioha, Nwagboso, Ironbar, & Ishie, 2018; Ukwai, Angioha & Aniah, 2019). The state government's interest in making it a tourist attraction has led to the development of the state's hospitality industry, especially Calabar.

2.2. Research Design

The study adopted the survey research design. The research design aims to shape the nature of existing situations at the time of the investigation. The design was adopted because of its relative importance in the collection of accurate information from respondents at relatively low cost and greater efficiency.

2.3. Population of the Study

The population of the study consisted of employees of the hospitality firms in Calabar Metropolis. The research was restricted to hospitality firms in the two Local Government areas that make up Calabar Metropolis (Calabar South and Calabar Municipality). The population consisted of staff of selected 21 Hotels in Calabar registered under the Cross River Tourism Bureau. According to the information gathered from Cross River State Tourism Bureau (2019), all the registered hotels' staff stands at 825.



Table 1: List of hotels registered with Cross River State Tourism Bureau

S/N	Name of establishment	Address	No of employees
1	520 Adam Lodge	4 Thomas John Close Off First Avenue State Housing Estate	45
2	Pearl Suites	MCC way Calabar	35
3	Naks Hotels and Towers Ltd	126 NdidemUsangIso Road Calabar	35
4	Boston Executive	92/98 Odukpani Road Calabar	35
5	Channelview Hotel	27 Mcc Road, Calabar	47
6	Calabar Harbour Hotel	31 Industrial Layout, Ekorinim	37
7	Freeman Hotel	128 NdidemUsangIso Road	39
8	Gomays Plaza Hotels	90 Atekong Drive, Housing Estate	35
9	Jordan Hotels Ltd	153 AsariEso Layout	43
10	Transcorp Hilton	Murtala Mohammed Highway Calabar.	70
11	Mirage Hotels	MCC way Calabar.	31
12	Monty Suites	Northern Industrial Layout Behind Zone 6 Police Station Calabar	57
13	Admiral Hotels Calabar	Plot 331 off EffanghaMkpa Street, State Housing Estate Calabar	21
14	Formula Suites Calabar	Atekong Calabar	23
15	Petersville Hotel	236, 2nd Avenue, State Housing Estate	43
16	Pinkmaster Hotel Ltd	2 AsariEso Lane, Calabar	39
17	Princeville Hotels Ltd	Plot 20-24 Princeville Boulevard Parliamentary Extension	47
18	Scholet Suites		21
19	Suite Franphinas		45
20	The Noble Place	2nd Gate Parliamentary Road Calabar	40
21	Ugam Resort Hotels Ltd	1 Abetianbe Close State Housing Estate	37
Total:			825

Source: Cross River State Tourism Bureau Report, 2021

2.4. Sample and Sampling Technique

Applying the survey Monkey Sample Determinant Technique, the sample size used for this study was 263. The multi-stage sampling technique was used to select the sample of the study. In stage one, the purposive sampling technique was used in selecting 21 hotels in Calabar. The selected hotels have been highlighted in Table 1. In stage two, the proportional sampling technique was used to select the appropriate sample size for each hotel according to their population. It involves dividing each hotel population by the total population and then multiplying it by the study's sample size. The selection is highlighted in Table 2. Finally, in stage three, the simple random sampling technique was used to select the appropriate sample size from 21 hotels.

Table 2: Sample of Selected Hotel

S/N	Branch	Hotel Population Size (N)	Proportion of Staff	Sample Size (n)
1	520 Adam Lodge	45	0.05	14
2	Pearl Suites	35	0.04	11
3	Oaks Hotels & Towers Ltd	35	0.04	11
4	Boston Executive	35	0.04	11
5	Channelview Hotel	47	0.06	15
6	Calabar Harbour	37	0.04	12
7	Freeman Hotel	39	0.05	12
8	Gomays Plaza Hotels	35	0.04	11
9	Jordan Hotels Ltd	43	0.05	14
10	Transcorp Hilton	70	0.08	23
11	Mirage Hotels	31	0.04	10
12	Monty Suites	57	0.07	18
13	Admiral Hotels Calabar	21	0.03	7
14	Formula Suites Calabar	23	0.03	7
15	Petersville Hotel	43	0.05	14
16	Pinkmaster	39	0.05	12
17	Princeville Hotels Ltd	47	0.06	15
18	Scholet Suites	21	0.03	7



S/N	Branch	Hotel Population Size (N)	Proportion of Staff	Sample Size (n)
19	Suite Franphinas	45	0.05	14
20	The Noble Place	40	0.05	13
21	Ugam Resort Hotels	37	0.04	12
Total		$\Sigma N = 825$		$\Sigma n = 263$

2.5. Instrumentation

The instrument used for data collection was the illicit drug addiction and efficacy of employee's questionnaire (IDAAEEQ), designed to elicit information from the hospitality industry employees. The questionnaire was divided into two sections and designed in a Likert scale format. The instrument contained 14 items.

2.6. Data Analysis

After collecting the filled copies of IDAAEEQ, the researcher checked them for completeness. The questionnaire was analyzed using Statistical Package for Social Sciences (SPSS). The data were analyzed on an item-by-item basis to show the various categories' response frequencies and percentages. The data was then analyzed using descriptive statistics such as frequency distribution, simple percentages and graphical illustration. 263 instruments were distributed, but only 213 was returned. The returned instrument accounts for about 80.9 per cent of the total distributed instrument. This figure was used for analysis.

2.7. Study Objective

The study's main objective was to examine the relationship between illicit drug addiction and employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria. Specifically, the study.

- Ascertain how marijuana addiction affects employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria.
- Examine the extent to which alcohol addiction affects employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria.

2.8. Study Hypotheses

- Marijuana addiction does not significantly affect employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria.
- Alcohol addiction does not significantly affect employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria.

3. Results and Discussion

3.1. Presentation of Result

3.1.1. Research Question One

To what extent does marijuana addiction affect employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria? Frequency and percentages were first used to answer this research question and reported in Table 3 to 5 before the data were subjected to parametric statistics to test for statistical significance and reported in Table 9.

Table 3: Response on taking marijuana before (N=213)

Marijuana Addiction	Frequency	Percentage (%)
Yes	161	75.6
No	45	21.1
Do not want to disclose.	7	3.3
Total	213	100.0

Field Survey 2021



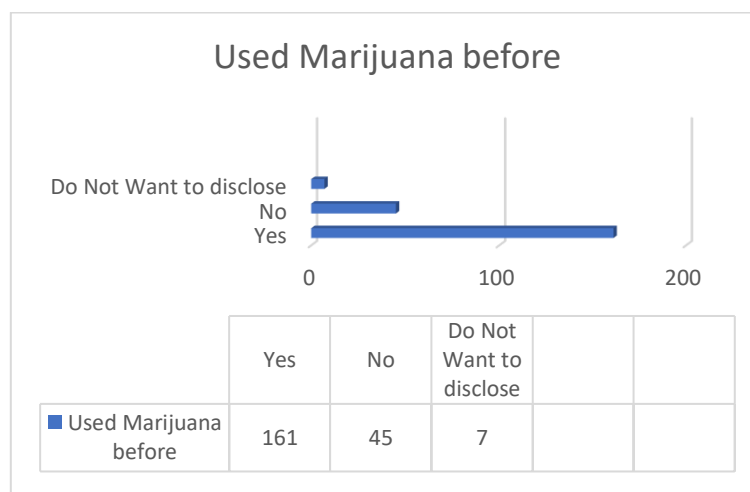


Figure 1: Response on marijuana addiction and employee job performance

Table 4: Response on how taking marijuana in the place of work (N=213)

Marijuana Addiction	Frequency	Percentage (%)
Yes	6	2.8
No	192	90.1
Do not want to disclose.	15	7.1
Total	213	100.0

Field Survey 2021

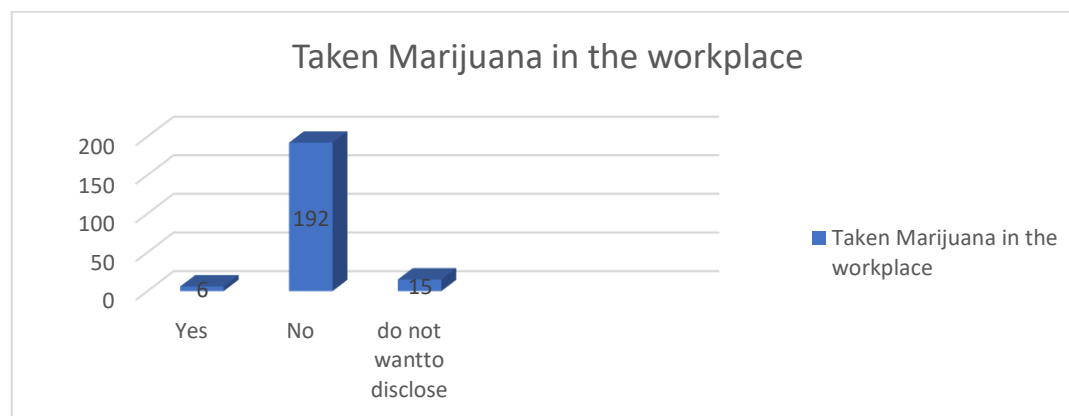


Figure 2: Response on marijuana addiction and employee job performance

Table 5: Frequency and percentage Responses on the effect of marijuana addiction on the efficacy of employees (n =213)

S/N	Statement	Very correct	Correct	Not correct
1	It is easy to purchase marijuana in this area	117 (54.9)	58 (27.2)	38 (17.8)
2	Most of the employee in this establishment use marijuana.	54 (25.4)	81 (38.0)	78 (36.3)
3	They use it even when on duty	9 (4.2)	25 (11.7)	179 (84.0)
4	Employee constant use and addiction to marijuana affects their output on the job	114 (53.5)	56 (26.3)	43 (20.2)
5	Their output affects how customers view the establishment	96 (45.1)	61 (28.6)	56 (26.3)

Source: Field survey, 2021

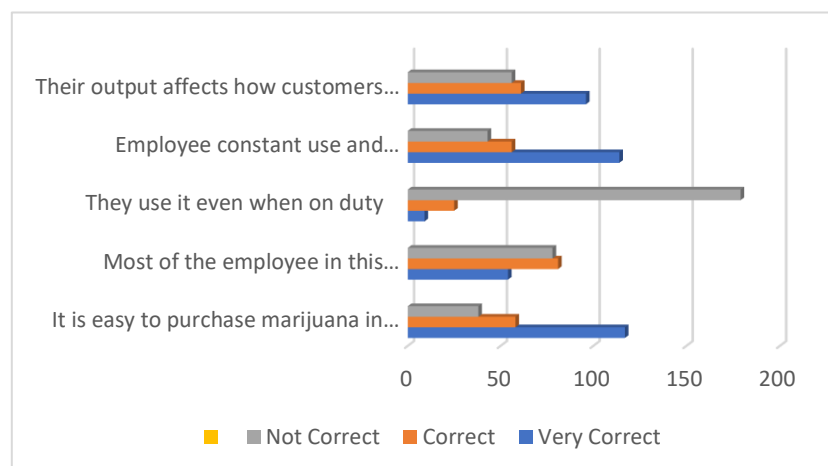


Figure 3: Response on marijuana addiction and employee job performance

Findings on the response of the respondent on Marijuana addiction and efficacy of employees revealed thus. 161 respondents representing 75.6per cent reported Yes that they had taken marijuana before, 45 respondents representing 21.1per cent reported No and 7 respondents representing 3.3per cent reported do Not want to disclose. On taking my marijuana in the workplace, 6 respondents representing 2.8per cent reported Yes, 192representing 90.1per cent reported No and 15 respondents representing 7.1per cent repeated do Not want to disclose. On it is easy to purchase marijuana in this area; 117 respondents representing 54.9per cent reported correct, 58 respondents representing 27.2 per cent reported correct, and 38 respondents representing 17.8 per cent reported Not correct. On Most of the employees in this establishment use marijuana; 54 respondents representing 25.4per cent reported very correct, 81 respondents representing 30.0per cent reported correct, and 78 respondents representing 36.3per cent reported Not correct. On the usage even on duty; 9 respondents representing 4.2per cent reported very correct, 25 respondents representing 11.7per cent reported correct, and 179 respondents representing 84.0per cent reported Not correct. On the constant use and addiction to marijuana affects and employee work output; 114 respondents representing 53.5per cent reported very correct, 56 respondents representing 26.3per cent reported correct, and 43 respondents representing 20.2per cent reported Not correct. Finally, on their outputs affects how customers view the establishment; 96 respondents representing 45.1per cent reported very correct, 61 respondents representing 28.6per cent reported correct and 56 respondents representing 26.3per cent reported Not correct.

3.1.2. Research Question Two

To what extent does alcohol addiction affect employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria? Frequency and percentages were first used to answer this research question and reported in Table 6 to 8 before the data were subjected to parametric statistics to test for statistical significance and reported in Table 10.

Table 6: Response on taking alcohol before (N=213)

Marijuana Addiction	Frequency	Percentage (%)
Yes	211	99.1
No	0	0.0
Do not want to disclose.	2	0.9
Total	213	100.0

Field Survey 2021



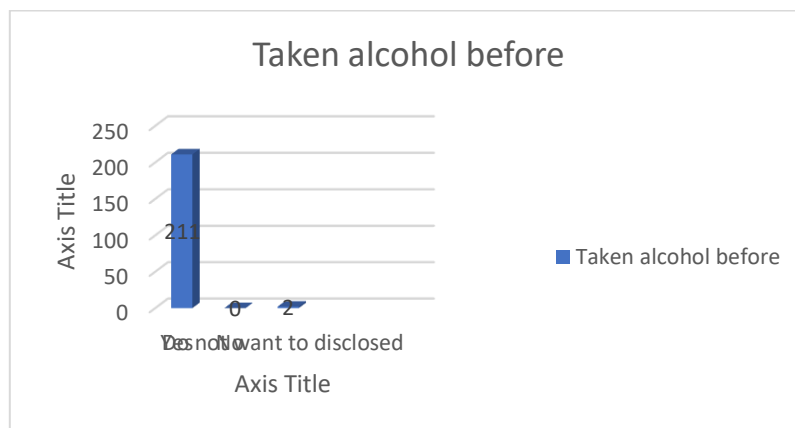


Figure 4: Response on alcohol and employee job performance

Table 7: Response on taking alcohol in the workplace (N=213)

Marijuana Addiction	Frequency	Percentage (%)
Yes	130	61.0
No	49	23.0
Do not want to disclose.	34	16.0
Total	213	100.0

Field Survey 2021

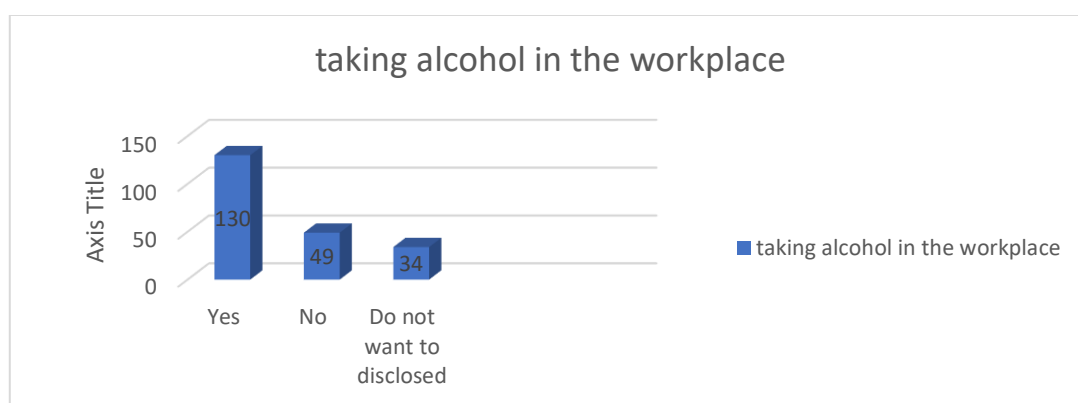


Figure 5: Response on alcohol and employee job performance

Table 8: Frequency and percentage Responses on the effect of Alcohol Addiction on the efficacy of employees (n =213)

SN	Statement	Yes	NO
1	Alcohol consumption is a problem in our society today	174 (81.7)	39 (18.3)
2	It is not a common problem in the hospitality industry	95 (44.6)	118 (55.4)
3	All employees in the hospitality industry are addicted to alcohol	82 (38.5)	131 (61.5)
4	It affects how they carry out their duties	159 (74.6)	54 (25.4)
5	Employee addiction to alcohol in the industry does not affect the performance of the organization	22 (10.3)	191 (89.7)

Source: Field survey, 2021

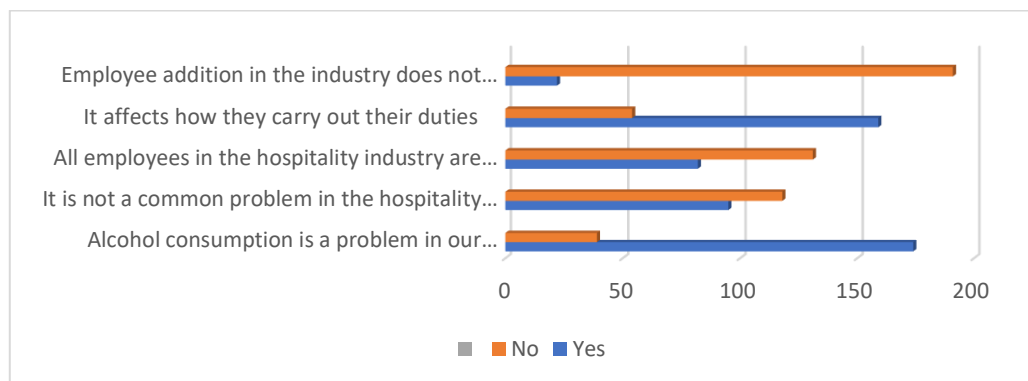


Figure 6: Response on Alcohol Addiction and employee job performance

Findings on the response of the respondent on alcohol addiction and efficacy of employees revealed thus. On taking alcohol before, 211 respondents representing 99.1per cent reported Yes, and 2 respondents representing 0.9per cent reported do Not want to disclose. On taking alcohol in the workplace, 130 respondents representing 61 .0per cent reported Yes, 49 respondents representing 23.0per cent reported No and 34 respondents representing 16.0per cent reported do Not want to disclose. Alcohol consumption is a problem in our society today; 174 respondents representing 81.7per cent reported Yes, and 39 respondents' representing 18.3per cent reported No. On it is Not a problem in the hospitality industry; 95 respondents representing 44.6per cent reported Yes, and 118 respondents representing 61.5per cent reported No. on all employees in the hospitality industry are addicted to alcohol;82 respondent's representing 38.5per cent reported Yes, and 131 respondents representing 61.5per cent reported No. only that affects how they carry out their duties; 159 respondents representing 74.6per cent reported Yes and 54 respondent representing 25.4per cent reported No. On employee addiction to alcohol in the industry does not affect the performance of the organization; 22 respondents representing 10.3 per cent reported Yes, and 191 respondents representing 89.7per cent reported No.

3.2. Test of Hypotheses

3.2.1. Hypothesis one

Marijuana addiction does not significantly affect employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria.

The independent variable in this hypothesis is Marijuana addiction, while the dependent variable is employee job performance. Pearson product-moment correlation coefficient was used to test this hypothesis at 0.05 level of significance, and the result is presented in Table 9.

Table 9: Pearson product-moment correlation of Marijuana addiction and employee job performance

Variable	N	Mean	SD	r-value	Sig.
Marijuana addiction	213	12.73	2.12	0.467**	.000
Employee job performance	213	14.49	2.64		

*significant at 0.05 level; df = 211 critical r value = 0.098

The result in Table 10 revealed that the calculated r-value of 0.467* is greater than the critical R-value of 0.098 at 0.05 level of significance with 211 degrees of freedom. By this result, the null hypothesis, which states that Marijuana addiction does not significantly affect the efficacy of employees in the hospitality industry in Calabar, Cross River State, Nigeria, is rejected while the alternate hypothesis is accepted. The correlation coefficient is a standardized measure of an observed effect. It is a commonly used measure of the size of

an effect, and that values of ± 1 represent a small effect, ± 3 is a medium effect, and ± 5 is a significant effect. The squared correlation $(0.467)^2$, which is a measure of effect size, indicates the proportion of explained variance on the dependent variable. Therefore, 21.8% of the variance inefficacy of employees accounted for by marijuana addiction. The magnitude of the effect is moderate; this means that Marijuana addiction statistically considerably affect the efficacy of employees in the hospitality industry in Calabar, Cross River State, Nigeria.

3.2.2. Hypothesis two

Alcohol addiction does not significantly affect employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria. The independent variable in this hypothesis is Alcohol addiction, while the dependent variable is job performance. Pearson product-moment correlation coefficient was used to test this hypothesis at 0.05 level of significance, and the result is presented in Table 10.

Table 10: Pearson product-moment correlation of Alcohol addiction and employee job performance

Variable	N	Mean	SD	r-value	Sig.
Alcohol addiction	213	7.50	1.18	0.147*	.032
employee job performance	213	14.49	2.64		

*significant at 0.05 level; df = 211 critical r value = 0.098

The result in Table 10 revealed that the calculated r-value of 0.147* is greater than the critical r-value of 0.098 at 0.05 level of significance with 211 degrees of freedom. Thus, the null hypothesis, which states that Alcohol addiction does not significantly affect employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria, is rejected while the alternate hypothesis is accepted. The correlation coefficient is a standardized measure of an observed effect. It is a commonly used measure of the size of an effect, and that values of ± 1 represent a small effect, ± 3 is a medium effect, and ± 5 is a significant effect. Also, The squared correlation $(0.147)^2$, which is a measure of effect size, indicates the proportion of explained variance on the dependent variable. Therefore, 2.1% of the variance inefficacy of employees is accounted for by Alcohol addiction. The magnitude of the effect is negligible. Consequently, we can conclude that Alcohol addiction considerably statistically affects employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria.

3.3. Discussion of Findings

From the first specific objective and assessing the extent to which marijuana affects employee job performance, data analysis revealed that 75.6 per cent of the respondents had taken marijuana in their lifetime in one form or the other. 2.8 per cent of the respondents argued that they had taken marijuana while at work. This would be because of the hospitality industry's challenging nature, and employees take marijuana since it acts as an Aphrodisiac to keep up with the task. 82.1 per cent of participants maintain that those who take marijuana have easy access to it in the area. 15.9 per cent of the respondents argued that those who take marijuana do so even when on duty. 79.8 per cent maintain that those who are addicted to marijuana have issues when performing their duties. It affects the way that customers who visit the establishment view it. This result was subjected to correlation analysis using person moment correlation at 0.5 per cent. Result revealed that the calculated r-value of 0.467* is greater than the critical R-value of 0.098 at 0.05 level of significance with 211 degrees of freedom. Also, the squared correlation $(0.467)^2$, which is a measure of effect size, indicates the proportion of explained variance on the dependent variable. Therefore, 21.8% of the variance inefficacy of employees accounted for by marijuana addiction. The magnitude of the effect is moderate; this means that Marijuana addiction statistically considerably affect the efficacy of employees in the hospitality industry in Calabar, Cross River State, Nigeria.

Previous research has also revealed the relationship between marijuana and workplace performance. Register and Williams (1992), using data collected from the 1984 longitudinal survey of youth, found that long term use of marijuana affects wage employment and productivity. Wadworth, Moss, Simpson and Smith (2006) found that cannabis use in the workplace is associated with cognitive and mood impairment and is associated with lower alertness and reduced response alertness. Haupt, Akinola, and Ralile (2019) conference paper found that cannabis addiction leads to loss of concentration, low productivity on site, abnormal behaviour and absenteeism from work.

The second specific objective is to check the relationship between alcohol addiction and workplace efficacy of employees in the hospitality industry. 99.1 per cent of the respondents have used alcohol in their lifetime, with 61.0 per cent reported using alcohol in their workplace. 44.6 per cent of the respondents argued that alcohol misuse is a problem among hospitality industry employees. 74.6 per cent of the respondents argued that alcohol addiction affects the workplace performance of those who take it when on the job. The result was subjected to the correlation analysis at 0.05 confidence level. Result revealed that the calculated r -value of 0.147* is greater than the critical R -value of 0.098 at 0.05 level of significance with 211 degrees of freedom. Also, the squared correlation $(0.147)^2$, which is a measure of effect size, indicates the proportion of explained variance on the dependent variable. Therefore, 2.1% of the variance inefficacy of employees accounted for by Alcohol addiction. The magnitude of the effect is negligible. Consequently, we can conclude that Alcohol addiction considerably statistically affects employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria.

Previous studies have also found a relationship between alcohol addiction and employee workplace behaviour. Thørrisen, Bonsaksen, Hashemi, Kjekken, van Mechelen & Aas (2019) reviewed various work on the correlation between alcohol consumption and work performance. Evidence from the study revealed that alcohol consumption affects workplace performance. Whaltaker Ayom Bil Robert and Munir Edmund (2020) found that alcohol consumption among teachers causes hangover, missing lesson, and the inability to complete syllabuses. The study concluded that alcohol affects teacher's performance. Aas, Haverlaen, Sagvaag, & Thørrisen (2017) found that binge drinking significantly influences activity performance both at work and outside the workplace

4. Conclusion

This study examined how illicit drug addiction affects employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria. From the analysis of data gathered from the field, the result revealed that Marijuana addiction statistically considerably affects the efficacy of employees in the hospitality industry in Calabar, Cross River State, Nigeria. Also, results revealed that Alcohol addiction considerably statistically affects employees' efficacy in the hospitality industry in Calabar, Cross River State, Nigeria. The study concludes that substance abuse affects employee workplace performance. Based on this result, the study recommends that.

- i. Employers in the hospitality industry should put punitive measures such as salary reduction, work without pay, and reduced bonuses to curb employees' addiction to illicit drugs.
- ii. Employers in the hospitality industry should provide proper and adequate counselling geared towards helping employees reduce or stop taking illicit drugs.
- iii. Create an enlightenment campaign for employees that will imbibe in them the psychological and general health effect of illicit drug addiction. A collaboration between NAFDAC, NDLEA and the ministry of Finance and Health would suffice in this instance.

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