



EXPERT KNOWLEDGE, WORK-RELATED FLOW AS AN ENABLER FOR SELECTION OF DEMOGRAPHIC PROFILE FOR PART-TIME STAFF ENGAGEMENT IN FEDERAL UNIVERSITY OF EDUCATION, PANKSHIN, PLATEAU, NIGERIA

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Abstract

Demographic Profile (DP) is important for the selection of employee population based on specific attributes that can be used to classify and comprehend groups of individuals. However, institutions placed poor priorities on DP, Part-time staff often face biases related to geographic region, permanent residence, tribal affiliations, ageism, and religious beliefs, potentially leading to unequal opportunities and treatment. Studies suggested Expert Knowledge (EK) (Breadth knowledge, Critical thinking, Problem-solving skills, Research and analysis, Communication effectiveness) and Work-Related Flow (WRF) (Absorption, Concentration, Intrinsic motivation) are enablers for selections of DP. Nevertheless, there is little evidence in the literature linking these variables to part-time staff in the Federal University of Education. Therefore, the study aims to investigate the influence of expert knowledge, work-related flow as an enabler for the selection of the demographic profile of part-time staff in the Federal University of Education, Pankshin, Plateau. Survey design adopted. The population comprised 361 part-time staff. Total enumeration was employed for 361 staff. A structured and validated questionnaire was used. Cronbach's alpha coefficient ranged from 0.70 to 0.92, indicating acceptable reliability. The response rate was 299 (82.8%), which is considered satisfactory for analysis. Data were analyzed using descriptive statistics to summarize and describe the characteristics of the sample. DP Overall mean 3.23 SD = 0.33 on, EK Overall Mean = 3.34 S.D.=0.42, WRF Overall Mean = 2.98, Standard Deviation = 0.28. The study concluded that expert knowledge and work-related flow are enablers for selecting the demographic profile of part-time staff at the Federal University of Education, Pankshin, Plateau. FUE management should recognize and utilize expertise by acknowledging and using the expertise of part-time staff in various capacities, such as teaching, research, and committee work, which would offer opportunities for professional development, such as training, workshops, and conferences, to further enhance the expertise of part-time staff

Keywords: Demography Profile, Expert Knowledge, Work-Related Flow.



Background to the study

Demographics are seen as statistical characteristics of human populations, such as age, gender, race, ethnicity, education level, income, occupation, and geographic location. A profile is a description, representation, or summary of an individual or entity. Demographic profile is a description of a population based on selected characteristics such as age, gender, ethnicity, education level, income, occupation, and other factors that can help categorize and understand groups of people. Demographic profiles are data that relate to a particular population, which is used to identify particular characteristics or features. These commonly used factors include: age, gender, ethnicity, health, income, and employment status. (Ferreira 2017)

The reason organizations should not employ staff based on demographic profile has several significant consequences that the institutions or organizations stand to lose: Access to a broader talent pool would not occur. There should be room to attract top talent from a wider range of backgrounds, which would increase the chances of finding the best candidate for the job. Another reason organization should not employ staff based on demographic profile is that there would be no improved reputation. An institution can improve its reputation by demonstrating a commitment to diversity, equity, and inclusion, enhancing the organization's reputation and attractiveness to customers, employees, and investors

Part-time staff have been neglected over the years for full-time jobs in (F.U.E) Pankshin and other organizations in Nigeria on the grounds of their specific geographic regional bias, favoring staff from specific regions or locations, potentially leading to unequal opportunities for part-time staff from other areas. Permanent or temporary residence may be perceived as less committed or less reliable than those with permanent residence. Tribal bias of favoring staff from specific tribes or ethnic groups, potentially leading to unequal opportunities and treatment for part-time staff from other tribes. Ageism: Part-time staff above a certain age may

face biases or stereotypes, affecting their opportunities for career advancement or job security. Religious beliefs favoring staff with specific religious beliefs or practices, potentially leading to unequal opportunities and treatment for part-time staff with different beliefs. Institutions can overcome the constraints to these challenges if expert knowledge is utilized by staff.

Expert knowledge is seen as valuable information and insights provided by experienced users or domain experts, which are utilized in decision support systems to enhance the accuracy and relevance of generated decision support. According to Hetmanski (2020) looked at expert knowledge is specialized and specific abilities that are meant for solving practical problems and making subsequent decisions. To enhance the performance of expert knowledge of part-time staff in FUE Pankshin, the need for deep understanding of these indicators is required in the selection of staff in the institution

Breadth of knowledge is required by staff, whereby they should possess a wide range of knowledge in a particular field or discipline. Critical thinking is seen as the need for staff to analyze complex information, identify patterns, and make informed decisions. Problem-solving skills are necessary so whereby staff can identify and solve complex problems, often using creative and innovative approaches. Research and analysis are the basis for staff to conduct thorough research, analyze data, and draw meaningful conclusions. Effective communication is the basis whereby staff communicate complex ideas and concepts to various audiences. Staying current by staff means remaining up-to-date with the latest developments and advancements in their field.

Since expert knowledge items are relevant in terms of engaging part-time staff to work. Work-related flow should also be considered after expert knowledge., this bring completely new set of performance in placing priority on the part-time staff. Work-related flow is considered a psychological state of deep immersion and enjoyment in one's work, characterized by



absorption, work enjoyment, and intrinsic motivation. It's a peak experience where individuals are fully engaged and focused on their tasks, often forgetting time and surroundings. According to Bakker (2007), work-related flow is a state of consciousness where people become totally immersed in an activity and enjoy it intensely.

The predictors to measure work-related flow in an institution of higher learning include: Absorption, being fully engaged and immersed in work tasks. Absorption is the term used to describe a state of complete focus in which workers are fully engaged in their activity. They lose track of time and take in everything that is around them (Bakker 2007). Concentration: Focusing attention and effort on work tasks. Concentration refers to the ability to focus one's attention and effort on a specific task or activity, while ignoring distractions and maintaining a high level of mental clarity and engagement. Intrinsic motivation: Finding work tasks enjoyable and rewarding. Is doing a task connected to your job with the intention of feeling the pleasure and fulfillment that comes from it. Therefore, the study aims to investigate the influence of expert knowledge, work-related flow as an enabler for the demographic profile of part-time staff in the Federal University of Education, Pankshin.

Statement of the Problems

Demographic profile is a depiction of a population based on specific attributes that can be used to classify and comprehend groups of individuals, such as age, gender, ethnicity, income, religious belief, occupation, and education level. Studies have shown poor attention given to part time staff in specific geographic regional potentially leading to unequal opportunities, permanent residents are reliable than non-permanent residence, tribal bias of favoring staff from specific tribes, ageism of part-time staff above a certain age may face biases or stereotypes, religious beliefs of favoring staff with specific religious beliefs or practices, potentially leading to unequal opportunities and treatment for part-time staff

with different beliefs (Omori & Bassay 2019)). It may be because of the poor practice of demographic profile to the unemployment of part-time staff in the Federal University of Education, Pankshin. could be solved through an identified gap intervening independent variable.

Expert knowledge and its indicators have been chosen as one of the considerable engagements for part-time staff employment. Expert knowledge is seen as a scientific discipline which have practical application and is specialized in cognitive abilities (Humana 2018) Work Work-related flow and its indicators have been identified as another consideration for engaging part-time staff in employment. According to Liua etal (2023), observed work-related flow is an ideal condition that includes intrinsic drive, enjoyment, and absorption of one's task. The critical importance of expert knowledge and work-related flow is to facilitate the demographic profile. A thorough examination of the literature revealed a surprising lack of research focused on the influence of these factors on part-time staff in the Federal University of Education, Pankshin. This study aims to address this knowledge gap. It was against this background that this study investigates the influence of expert knowledge, work-related flow as an enabler for the selection of the demographic profile of part-time staff in the Federal University of Education, Pankshin

Objective of the Study

1. find out the level of demographic profile of part-time staff in the Federal University of Education, Pankshin.
2. ascertain the extent of expert knowledge of part time staff in Federal University of Education, Pankshin.
3. ascertain the extent of work-related flow of part-time staff in Federal University of Education, Pankshin.

Research Questions

1. What is the level of demographic profile of part-time staff in Federal University of Education, Pankshin.



2. What is the extent of expert knowledge of part time staff in Federal University of Education, Pankshin
3. What is the extent of work-related flow of part-time staff in Federal University of Education, Pankshin.

REVIEW OF LITERATURE

Demographic profile

Age, gender, marital status, years of job experience, and educational achievement are used to characterize demographic traits. Omoril & Bassey (2019). Demographic profile refers to attributes that describe the status of people or a person, such as age, gender, ethnicity, or income. Rafae (2021) saw demographic profiles are data that relate to a particular population, which is used to identify particular characteristics or features. These commonly used factors include: age, gender, ethnicity, health, income, and employment status. (Ferreira 2017) Demographic profile was considered as first-and second-year students as junior, while third-, fourth-, and fifth-year students are considered senior. Prior such as these can have an impact on academic performance (Christmann, 2017; Amparo et al., 2018).

Expert Knowledge

Expertise is essential, especially in the light of its place and influence in modern democratic societies. Most of us might sometimes expect that those with comprehensive knowledge have a relevant say in the decision-making process on key matters. According to Boshuizen and Schmidt (2018) saw expert is a person who has learned 'more and more about less and less' and is generally 'out of touch with the real world. Expert knowledge is insights of valuable information provided by experienced people, which are utilized in decision support systems in an organization. According to Hetmanski (2020) looked at expert knowledge is specialized and specific abilities that are meant for solving practical problems and making subsequent decisions. Expert knowledge is various forms of specialized expert knowledge that are manifested

by people. Expert knowledge is seen as a scientific discipline which have practical application and is specialized in cognitive abilities (Humana 2018) Evers. & Menkhoff (2004) see experts' knowledge as a group of knowledge workers strategically important in society

Work-related flow

Csikszentmihályi (2002) defines flow as the mental state of operation in which an individual is totally engrossed in a sensation of energized attention. According to Liua et al (2023), observed work-related flow is an ideal condition that includes intrinsic drive, enjoyment, and absorption of one's task. According to Bakker (2007), According to Habe and Tement (2016). Workflow is a brief period of high productivity at work that is marked by intrinsic motivation, work enjoyment, and absorption. Work-related flow is a state of consciousness where people become totally immersed in an activity and enjoy it intensely. Prior research has examined the significance of flow for both human performance and well-being as well as organizational outcomes (for a review, see Fullagar & Kelloway 2009).

THEORY

Self-Determination Theory (SDT)

Self-Determination Theory (SDT): According to Legault (2017), SDT is a metatheory of human motivation and personality development that encompasses multiple "mini-theories" to provide a comprehensive understanding of human motivation and behavior. SDT highlights the significance of autonomy, competence, and relatedness in promoting intrinsic motivation and well-being.

SDT is relevant to understanding how part-time staff's expert knowledge and work-related flow influenced on demographic factors in an organization.

Implications of SDT to the study

In term of autonomy, the part-time staff need to feel self-governing and independent in their



work. Employers can foster autonomy by providing choices, encouraging initiative, and supporting decision-making. In term of competence staff require opportunities to develop and demonstrate their skills and expertise. Employers can promote competence by offering training, constructive feedback, and opportunities for growth. Lastly, in term relatedness part-time staff benefit from feeling connected and supported by their colleagues and superiors. Employers can nurture relatedness by fostering an inclusive environment, promoting teamwork, and recognizing individual contributions.

This study employed a survey research design, which, according to Marvin (2024), provides information to describe a population, condition, or phenomenon without manipulation or prediction. Total enumeration was employed to collect data from a population of 361 part-time staff members in FUE Pankshin. A structured and validated questionnaire was used for data collection, with Cronbach's alpha coefficient ranging from 0.70 to 0.92, indicating acceptable reliability. The response rate was 299 (82.8%), which is considered satisfactory for analysis. Data were analyzed using descriptive statistics to summarize and describe the characteristics of the sample.

METHODOLOGY

Result 1

Demographic Profile	Very High level Freq (%)	High level Freq (%)	Very low level Freq (%)	Low level Freq (%)	Mean	SD
Specific geographic regional					3.38	39
Unequal treatment based on location is to favoring staff from specific regions is to potentially leading to unequal opportunities for part-time staff from other areas is to	146(48.8)	120(40.1)	33(11.0)	0	3.38	68
Permanent or temporary residence Perception of permanent residence are as less committed or less reliable than those with temporary residence is to	112(37.5)	105(55.2)	22(7.4)	0	3.30	60
Temporary residence status creating uncertainty for part-time staff is to	99(33.1)	161(53.8)	38(12.7)	0	3.21	67
Temporary residence experience unequal treatment compared to their permanent counterparts is to					3.24	0.41
Tribal bias	169(56.5)	101(33.8)	29(9.7)	0	3.47	67
Unequal treatment in hiring or promotion is to	22(40.8)	147(47.2)	28(9.4)	02(0.7)	3.30	66
Biased language or behavior is to	104(34.2)	165(55.2)	29(9.7)	01(0.3)	3.24	63
Exclusion from opportunities or networks is to					3.23	0.39
Ageism	34(44.8)	116(38.9)	40(16.4)	0	3.28	73
Retiring or stepping down due to your age is to	108(36.1)	162(54.2)	28(9.4)	01(0.3)	3.26	63
Affecting your access to training or development opportunities due to age is to	103(34.4)	162(54.3)	34(11.4)	0	5.23	64
Experienced any age-related biases in performance evaluations or feedback is to					3.23	0.39
Religious beliefs	140(46.8)	127(42.5)	31(10.4)	01(0.3)	3.32	678
Religious bias affecting your career advancement or job satisfaction is to	126(42.1)	153(53.2)	20(6.7)	0	3.35	60
Workplace culture values and respects diverse religious beliefs is to	113(37.8)	133(44.5)	53(17.7)	0	3.20	72
					3.2	70
	153(51.2)	114(38.9)	31(10.4)	01(0.3)	3.40	685
	107(35.8)	168(56.2)	24(8.0)	0	3.28	602



Considered leaving a job due to religious bias or discrimination is to a	122(408)	126(42.1)	51(77.1)	0	3.23	724
Forms of religious bias having experienced or witnessed is to a	85(28.4)	168(56.7)	44(14.7)	02(0.7)	3.12	667

Source: Researcher’s Field work, 2025

Overall Mean 3.23 SD = 0.33

Decision rule: The decision rule states that if the mean is 1-1.74 =very low, 1.75-2.49=Low, 2.5-3.24=High, 3.25-40=very high.

The results presented in the table reflect respondents' views on the level of demographic profile of part-time staff in the Federal University, Plateau State, Nigeria. The result revealed that the level of demographic profile treated is high (Overall mean 3.23, on a scale of 4). Further analysis depicts that Specific geographic regional ($\bar{x} = 3.26$) had a very high rating, while Permanent or temporary residence ($\bar{x} = 3.24$), Tribal bias ($\bar{x} = 3.23$), Ageism ($\bar{x} = 3.23$), and religious beliefs($\bar{x} = 3.19$) had high ratings. This finding has several implications:

The high ratings for specific geographic regional, permanent or temporary residence, tribal bias, ageism, and religious beliefs may indicate potential biases in the treatment of part-time staff. The findings suggest that part-time staff may be treated unequally based on their demographic characteristics, which could lead to feelings of unfairness and dissatisfaction. Demographic profiling can negatively impact job satisfaction, productivity, and overall well-being of part-time staff.

Result 2

Expert knowledge	Very High Extent Freq (%)	High Extent Freq (%)	low Extent Freq (%)	Very Low Extent Freq (%)	Mean	SD
Breadth knowledge					3.45	44
Possess a wide range of knowledge in a particular field is to a	197(56.3)	138(304)	15(39.4)	0	3.52	59
Subject mastering of in my field or discipline is to a	167(47.7)	172(49.1)	10. (2.9)	0.1(0.3)	3.44	56
Transmission of knowledge in my field is to a	162(47.7)	158(45.1)	14(4.0)	11(3.3)	3.37	.71
Critical thinking					3.34	51
Analyzing complex information, is to	179(51.1)	143(40.9)	25(7.1)	03(0.9)	3.42	.66
Analyzing identify patterns of skill is to a	138(39.40)	188(53.7)	21(6.0)	03(0.9)	3.32	.62
Making informed decisions in my field is to a	151(43.1)	157(44.9)	25(7.1)	17(4.8)	3.26	.78
Problem-solving skilled					3.33	.45
Identifying and solving complex problems is to a	158(45.1)	161(36.0)	31(8.9)	0	3.36	.64
Solving complex problems using creative ideas is to a	131(37.4)	195(55.7)	22(6.3)	0	33.33	.62
Using creative and innovative approaches is to a	141(40.3)	182(520)	22(6.3)	05(14)	3.31	.65
Research and analysis					3.31	.54
Conduct thorough research in my discipline is to a	152(43.4)	173(49.4)	19(5.4)	06(17)	3.35	.66
Analyzing data in my studies is to a	147(42.0)	168(48.0)	30(8.6)	05(14)	3.31	.69
Drawing meaningful conclusions in my	147(42.0)	172(49.1)	17(4.9)	14(4.0)	3.29	.74



research is to a						
Communication effective					3.27	.65
Effective communication in my field is to	160(45.7)	150(42.9)	20(5.7)	20(5.7)	3.29	81
a						
Complex understanding of ideas	163(409)	175(500)	16(4.6)	16(4.6)	3.37	.75
communicated to me is to an						
communicating concepts to various	146(41.7)	163(46.6)	27.(77)	14(4.0)	3.26	.77
audiences is to a						

Source: Researcher's Fieldwork, 2025

Overall Mean =3.34 ST.D.=0.42

Decision rule: The decision rule states that if the mean is 1-1.74 =very low, 1.75-2.49=Low, 2.5-3.24=High, 3.25-40=very high.

The results presented in the table reflect respondents' views on the extent of expert knowledge of part-time staff in the Federal University, Plateau State, Nigeria. The result revealed that the extent of expert knowledge is high (Overall mean 3.23, standard deviation =0.42 is on a scale of 4). Further analysis depicts that Breadth knowledge ($\bar{x} = 3.45$) had a very high rating, while Critical thinking ($\bar{x} = 3.34$), Problem-solving skills ($\bar{x} = 3.33$), Research and analysis ($\bar{x} = 3.31$), and Communication effectiveness ($\bar{x} = 3.27$) had high ratings. Implications the results suggest that strengthening University operations, the high level of expert knowledge among part-time staff can contribute to the university's operational

effectiveness, particularly in areas such as teaching, research, and community engagement. The capacity building of the university can leverage the expertise of part-time staff to enhance capacity building initiatives, such as training programs, workshops, and mentorship opportunities. Diverse perspectives of the breadth of knowledge among part-time staff can bring diverse perspectives and ideas to the university by enriching academic discussions and decision-making processes. Targeted support: areas with relatively lower ratings, such as communication effectiveness, may require targeted support or training to further enhance the expertise of part-time staff

Result 3

WORK RELATED FLOW	Very High Extent Freq (%)	High Extent Freq (%)	low Extent Freq (%)	Very Low Extent Freq (%)	Mean	SD
Absorption					3.21	39
Working on tasks that match my skills and interests is to	146(48.8)	120(40.1)	33(11.0)	0	3.38	68
Finding work tasks allow me to utilize my strengths and abilities is to	112(37.5)	105(552)	22(7.4)	0	3.39	60
Feeling a sense of accomplishment and satisfaction after completing a task is to	99(33.1)	161(53.8)	38(12.7)	01(6.3)	3.21	68



Concentration					2.98	42
Focusing on your work tasks is to	95(31.8)	156(52.2)	46(15.4)	02(07)	3.15	42
Not easily become distracted from my work tasks is to	156(18)	213(71.2)	30(10.8)	0	3.09	53
Maintaining and focusing on a single task for an extended period is to	75(25.1)	89(29.8)	102(34.1)	33(11.0)	2.69	10
Intrinsic motivation					2.75	41
Enjoy working on tasks that challenge me and allow me to learn and grow is to	112(37.5)	140(46.8)	44(14.7)	03((1.0)	3.18	71
Feeling a sense of accomplishment and satisfaction from your work is to	87(29.1)	150(50.2)	62(20.7)	0	3.08	70
Finding work tasks align with personal values and interests is to	13(4.3)	126(41.8)	108(36.1)	53(177)	2.33	82

Source: Researcher's Fieldwork, 2025

Overall Mean = 2.98, Standard Deviation = 0.28

Decision rule: The decision rule states that if the mean is 1-1.74 =very low, 1.75-2.49=Low, 2.5-3.24=High, 3.25-40=very high.

The table presents the part-time staff's view on the work-related flow in (FUE) Pankshin Plateau. (Overall Mean = 2.98, Standard Deviation = 0.28) covering absorption, concentration, and intrinsic motivation. The result shows that the overall part-time staff agreed that work-related flow in FUE Plateau State, Nigeria, is highly needed. Further analysis shows that absorption ($\bar{x} = 3.21$), concentration ($\bar{x} = 2.98$) and intrinsic motivation ($\bar{x} = 2.75$) indicate high ratings

This finding has several implications: Work-related flow can lead to increased productivity, job satisfaction, and engagement among part-time staff: Fostering work-related flow can contribute to the overall well-being and happiness of part-time staff, leading to a positive work environment.

Discussion of Findings

On the demographic profile, the study found that the level of demographic profiling among part-time staff in the Federal University of Education, Plateau State, Nigeria was high. However, this was in line with Ismail (2012), who identified age, gender, family size, income, occupation,

and education as the more identified demographic profiles of Micro, Small, and Medium Entrepreneurs in the South Eastern Region of Sri Lanka. On the contrary, Ferreira. (2017) only saw demographic profile as a means for Population dynamics, the demographic transition, demographic models, spatial patterns used for planning, policymaking, and commercial applications—particularly projecting and estimating population composition and behavior—can all be investigated with the use of demographic data

Meanwhile, the findings for expert knowledge were that the extent of expert knowledge among part-time staff in the Federal University of Education, Plateau State, Nigeria was high. The result was in agreement with the study of Hetmanski (2020) on expertise and expert knowledge in social and procedural entanglement, which raised fundamental facts on verbalized, justified, and verified forms of expert knowledge and their performative role in the Faculty of Philosophy and Sociology, Maria Curie-Sklodowska University, Poland. Similarly, Evers. & Menkhoff (2004) in the School of Business, Singapore Management University,



Singapore. The paper discusses the issues about experts' knowledge and how a group of knowledge workers strategically is important, and why their importance counts in society

Lastly, the findings for work-related flow found that the extent of expert knowledge among part-time staff in the Federal University of Education, Plateau State, Nigeria was high. However, the result outcome was in accordance with Bakker (2007), study on the work-related flow inventory: construction and initial validation of the wolf in Erasmus University Rotterdam, Department of Work & Organizational Psychology Netherlands In the same vain Liua etal (2023), in a study the antecedents and outcomes of work-related flow: observed flow as an optimal state that contributes positively to individual well-being and performance. Despite growing evidence of its antecedents and outcomes at work, the study recorded an empirical development of flow

Recommendations

1. The researchers recommend management of the institution to provide training and awareness programs for staff and management on the importance of diversity, equity, and inclusion, and the potential biases associated with demographic profiling. This would ensure that hiring, promotion, and other employment practices are based on merit, rather than demographic characteristics
2. The researchers recommend management of the institution to recognizing and Utilizing Expertise: Acknowledge and utilize the expertise of part-time staff in various capacities, such as teaching, research, and committee work. Providing Opportunities for Growth: Offer opportunities for professional development, such as training, workshops, and conferences, to further enhance the expertise of part-time staff
3. The researchers recommend management of the institution to design jobs that promote absorption, concentration, and intrinsic motivation, allowing part-time staff to engage fully in their work

Contribution to Knowledge

The study's findings contribute to knowledge by providing insights into the level of demographic profiling among part-time staff in Nigerian institutions, and highlighting the need for policies and practices that promote diversity, inclusion, and fairness.

The study's findings contribute to knowledge by highlighting the importance of recognizing and leveraging the expertise of part-time staff in Nigerian institutions.

The study's findings provide valuable insights into the work-related flow of part-time staff in Nigerian institutions, and offer practical implications for improving their experience and performance

Inconclusion

The study concluded that expert knowledge and work-related flow are enablers for selection of demography profile of part-time staff in Federal University of Education, Pankshin, Plateau. Part-time staff are treated differently based on their demographic characteristics, with specific geographic regional, permanent or temporary residence, tribal bias, ageism, and religious beliefs being prominent factors. Part-time staff possess a high level of expert knowledge, with breadth of knowledge, critical thinking, problem-solving skills, research and analysis, and communication effectiveness being key areas of strength. Part-time staff perceive work-related flow as highly needed, with absorption, concentration, and intrinsic motivation being essential components.

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