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EXERCISE AT WORKPLACE

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ABSTRACT

Why physical activities are important in the workplace? This article tells you about the importance of exercise in the workplace. Our research has been completed on this topic along with the findings of the diversification of companies in Pakistan. This research illustrates why it is significant for an organization or company to maintain their employees' physical health to complete their tasks in a proper quantity of time which would outcome in greater profits. This research identify the problems face organization if do not allow the exercise in the workplace. This research shows the impact of exercise on the individual and his performance in company. What is the impact on organization if they allow free physical fitness program at the workplace? We also define the method which we adopt in this era.

Keywords: Physical Activities, Workplace Exercise

1. INTRODUCTION

Exercise in the workplace is a practical and significant topic for the organization leaders. Definitely, the present work trend include extended working hours and rises in managerial demands and pressures, so employees need good exercise in their work place to become mentally and physically healthy. High levels of work stress could damage a person psychologically and physically. Work stress caused psychological problems, Blood pressure and Heart Problems. Work stress effects a person's job. High work stress levels reduced output and cause several problems that should not have been made. There are other findings of benefits from exercise for the employee's body which has been researched before. Exercise during the work time, employees also be able to improve their work life stability because their workout time is not clinched into their busy personal time. Job tiredness was less likely to develop into depression for employees who were more physically active. Employees who exercise during the job hours achieve the best benefits. Exercise is demonstrated as a vital provider to good health. When organization employees are healthy and mentally strong, they become more productive and more effective to their work. But previous researches show that when employees are in stress they cannot work properly and had a lot of chances of errors in the production; so that organization can bear a heavy loose. Organizations want healthy and efficient employees. If organizations implement the workplace exercise then they get healthy and efficient employees. If organizations don't implement exercise in the workplace, absenteeism increases and efficiency decreases. The absenteeism rate at work decreases if employees are healthy as compare to unhealthy employees. Employees who are healthy, are more resistant to illnesses. As per previous research, more than ninety percent of the persons experienced that exercising facilitated their productivity at work. At the end result with a higher productivity level, there are higher energy levels that came from exercise. In Canada approximately there are thousands of companies and in the USA there are approximately fifty thousand companies which are involved in employee fitness. These companies paid memberships at private fitness clubs to provide that facilities to their employees. These companies experienced that abilities and loyalty of employees increase and overall companies' productivity increased.

2. PURPOSE

The purpose of this article that should companies allow to employees to exercise at the workplace or not? Is exercise overcomes the diseases of employees which occur during to job or work stress? For this we select employees of; Pakistan companies NETSOL International, SHEZAN International, Pakistan telecommunication ltd (PTCL) and HBL Bank. Our research has shown the advantages and disadvantages of exercise in the workplace, when company allow and when don't allow employees for exercise in the workplace. Also, the research went into detail on how one could reach the best possible health by physical exercise.

3. THE REVIEW OF THE LITERATURE

Employee fitness program enhances the ability of individual to retain or calm mind in a difficult situation, because when individual in stress or in tension his work efficiency is low and his work performance is bad. Physical activity is use to reduce stress tension or also better the health of person, nonattendance and coincidences (Gait, 1985). The employee fitness program directly effect on person health if health is better than stress will be reduce, (Driver & Ratliff, 1982). Better health due to fitness the program also decrease nonattendance (Perks, 1985). Now every organization need fit and efficient employees who done their work at given time because in this century a competition between companies is peak so employee health is necessary to compete their competitive parties. Only two things can make a man perfect according to the need of organization eating right and exercise (Jensen, 2007).

4. THE BENEFITS OF EXERCISE FOR INDIVIDUAL

Exercise on the workplace implemented by many companies they implement only for stressful situations (Gal & Lazarus, 1975; Mobily, 1982). During stressful situations exercise decreases the mental problem that normally occur. In Mental situations which includes increased weight stiffness, increased inhalation and exhalation rate, increased panicking, increased cordial rate, enlargement of blood vessels and issue of liver (Ledwidge, 1980).

5. THE RELATIONSHIP BETWEEN PSYCHOLOGICAL HEALTH AND EXERCISE

The effects of exercise on psychological health are reliant on the duration of involvement. Long-term involvements are changes the personality traits, while short-term involvement disturbs temper (Folk- ins, Lynch, & Gardner, 1972; Lichtman & Poser, 1983; Young & Ismail, 1977). Mostly research is based on poor methodologies. Folkins and Sime (1981) set up that only 15% of studies competent as accurate experiments, and mostly on experimental populations. (Ismail & Young, 1973, 1976; Young & Ismail, 1976a, 1976b, 1977) tested on long term personality traits. They classified that those who didn't exercise they participate in formal programs and then continued after that, those who are regular give importance and must perform formal programs.

6. PRODUCTIVITY

According to these professors which employee or any individual join the fitness program that individuals and employees' health level is better, and he performs better than the non-exercise person therefore his productivity increased (Durbeck et al., 1972; Heinzelman & Bagley, 1970; Rhodes & Dun- woody, 1980; Rossman, 1983; Yarvot, McDon- agh, Goldman, &Zuckerman, 1974).

7. DECREASED LEVELS OF ABSENTEEISM

This confirms that every person who does exercise and try to fit himself that person non-attendance ratio is less than that person who is not fit (Doyle, 2007). The non-attendance ratio would be reduced if employee or person join the fitness program, due to fitness program they can better their health and due to good health their illness is decreases and non-attendance ratio also decreases. Therefore illness and absence of employee going too expensive for company. Now many companies found their employee's efficiency is decreased after passage of time due to non-exercise activities that's why companies provide fitness facilities to their employees to increase their productivity and for control the non-attendance ratio (Wattles & Harris, 2003). Companies provide the free fitness program at the workplace to attract the employees and also remove the reason for those who cannot afford to go to gym for fitness.

8. INCREASED ENERGY LEVELS

Everyone knows that if anyone is perfect in health its mean they have better and efficient mental health. Every company wants higher productivity from employees. Employees can give higher productivity if they have high energy level. High energy level comes from the exercise or fitness activities. According to the Mathew Wattles and Chad Harris (2003), exercise helped to increase productivity.

9. COMMITMENT AND TURNOVER

We must give attention to the commitment and turnover these are dependent on each other if level of commitment is high then turnover is low and if commitment is low then turnover rate is high. (Clegg, 1983; Michaels & Spector, 1982; Porter, Steers, Mowday, & Boulian, 1974; Steers, 1977). Exercise direct impact on turnover so, if companies enhance the ability and commitment of employees then turnover rate is low.

10. BENEFITS FROM EXERCISE

Un-regular in exercise didn't give you as such benefits which give you regular exercise. Regular in exercise affect all of your body it increases your energy level, burn your body calories and give your body a pretty shape with incredible weight loss. (Scott, 2008). Exercise not only lower your body fat, but also reduce your blood pressure, cholesterol, and diabetes (Hellmich, 2008). Exercise allows a person to live healthier and longer just with little exercise. Exercise protects us against diseases related with chronic low grade universal infection (Peterson & Pederson, 2005).

11. RESEARCH AND METHODOLOGY

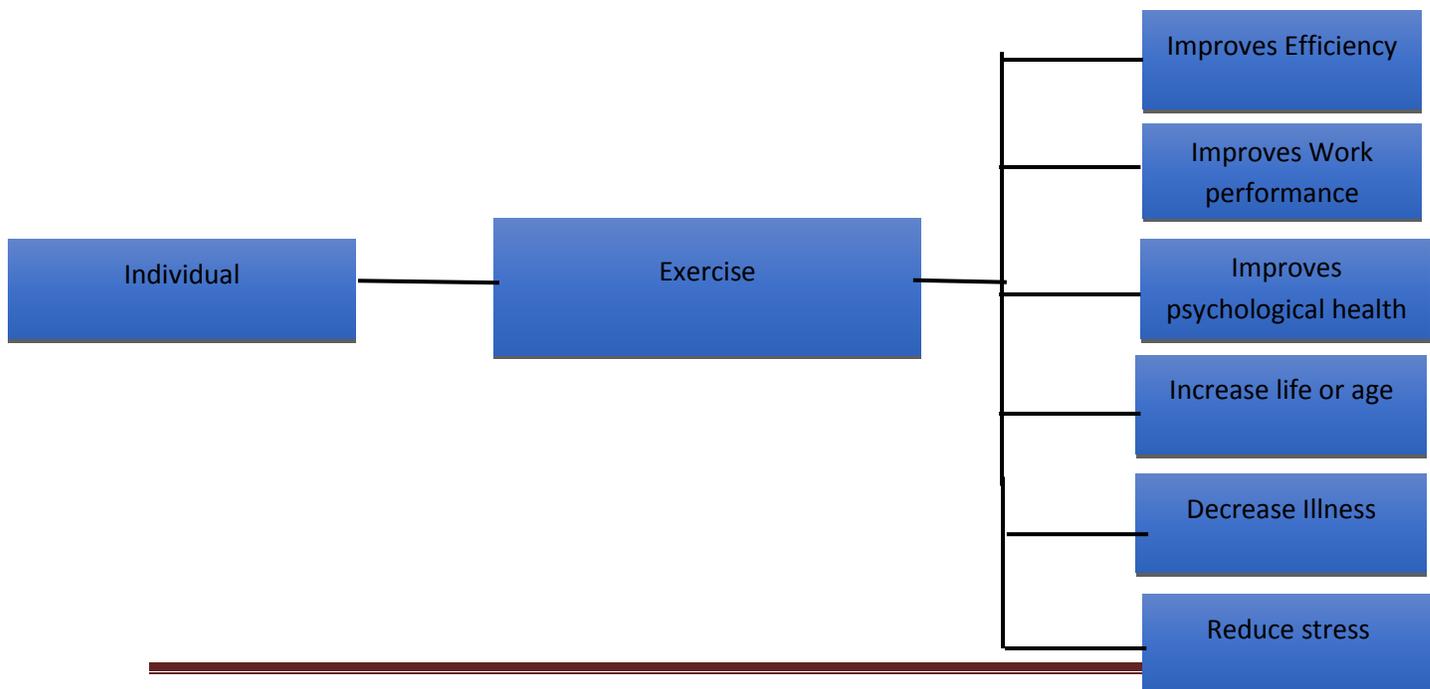
This study related with the qualitative approach that's why we conduct some interviews and telephonic interviews to collect information from the related companies which we mention above. After conducting the interviews we write the interviews and telephonic data in software Nvivo got the findings and make a questionnaire from that findings.

12. MODEL

This model is prepared in the result of some interviews. In this model we have four situations 1) If any person does Exercise then they have what impact and 2) if they have no exercise then what impact on their life. 3) if company provides physical fitness programs to employees then How much this will impact on company. 4) if company does not provide this facility then what are problems which company face.

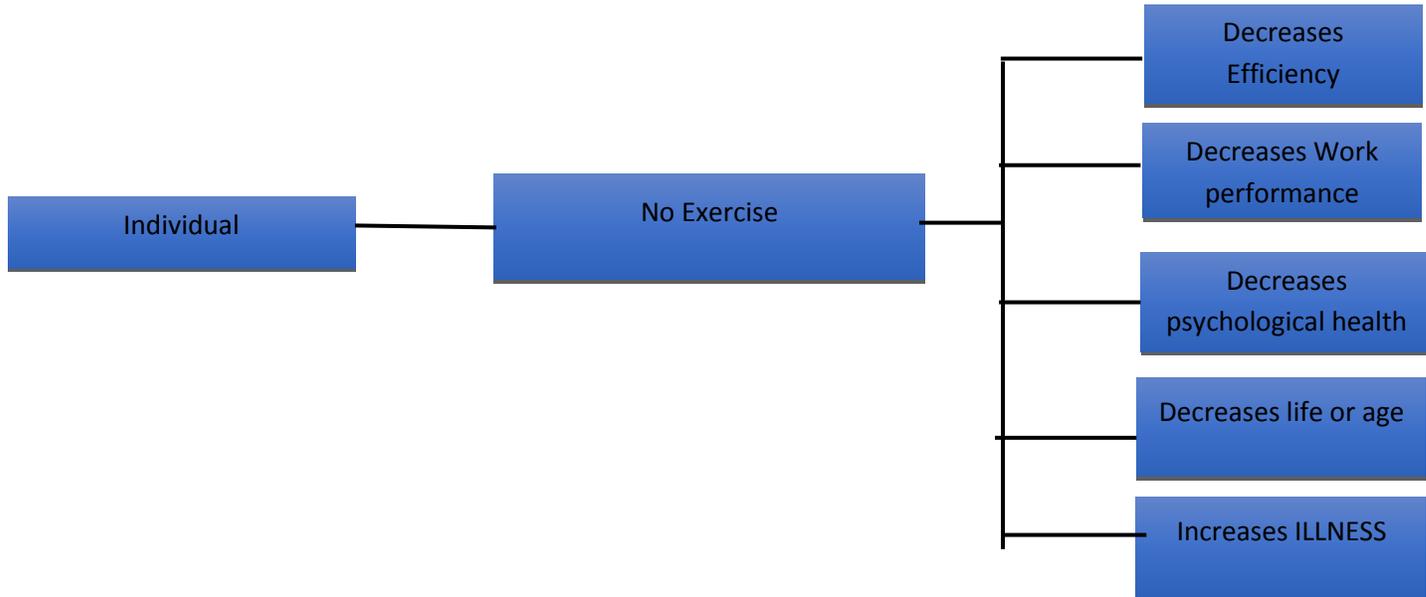
13. ACCORDING TO INDIVIDUAL EXERCISE:

In this we have two conditions 1) if any person does exercise on their behalf, then how can they take some benefits? Due to exercise the employees can save them from illnesses which will increases In the case of work at one place. They can relax their mind and reduce stress. Exercise also give relieves to the muscles and exercise also help to improve psychological health.



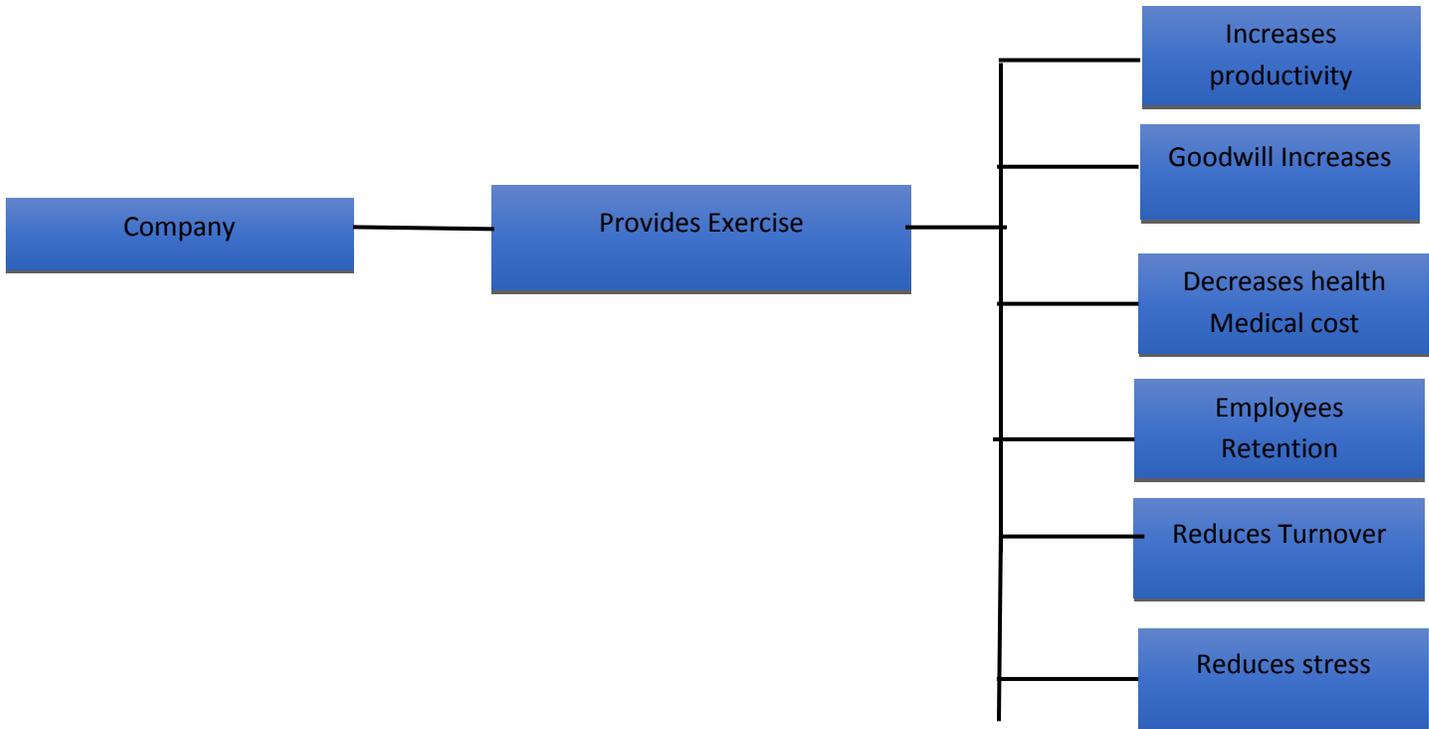
14. ACCORDING TO INDIVIDUAL EXERCISE

In this we have two conditions 1) if any person do not exercise on their behalf, then what impact on their life? If employees have no exercise then employees cannot save them from illness, which will increase In the case of work at one place. If person have no exercise and no any physical fitness activity in his routine then he will face many problems like illness decrease in work efficiency reduce in life or age and also have difficulty to reduce stress.



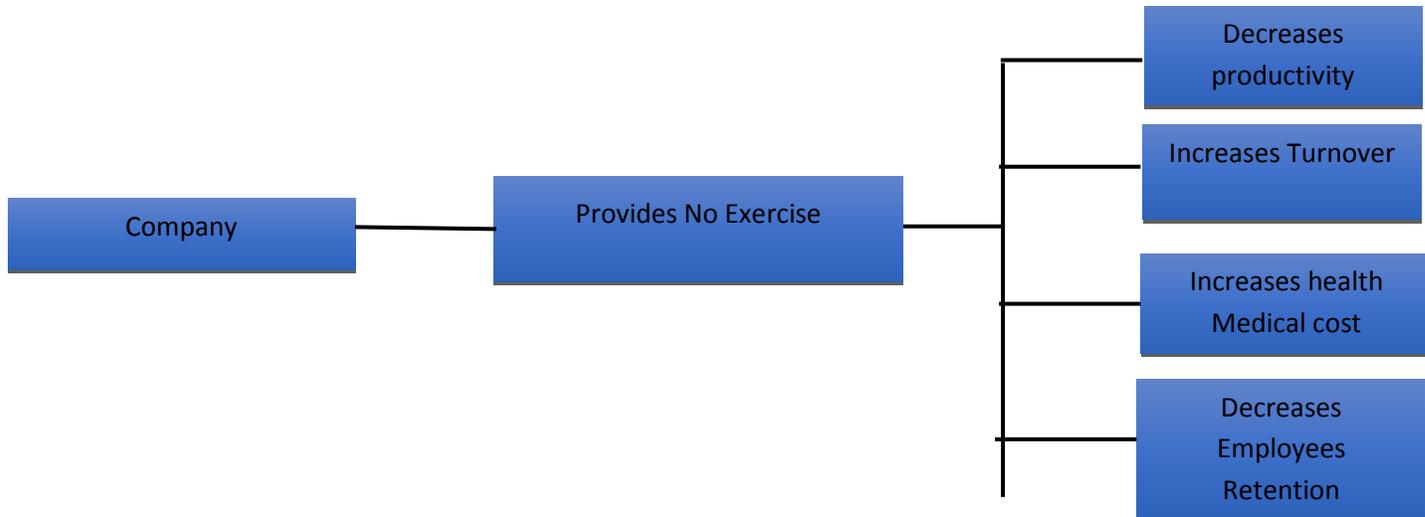
15. ACCORDING TO THE ORGANIZATIONAL FITNESS PROGRAM

If the organization offered physical fitness programs to employees than company get many benefits like if employees do physical fitness after the job and that facility is free for employees by the company then employees can retain their health the productivity of employees is better than that employees who have no physical fitness company medical expense is decreases therefore the employee fitness turnover ratio will be decreases and goodwill will be increases it is help also help to cover the stress which occurred during the job.



16. ACCORDING TO THE ORGANIZATIONAL FITNESS PROGRAM

If the organization offered no physical fitness programs to employees then the company may face many problems like if employees do not have any physical fitness after the job then he may suffer illness and other diseases individual must face illness issues and decreases work efficiency, but company or organization face also some issues like medical cost will be increases due to employee illness, The turnover ratio will be increases goodwill will be decreases.



17. FINDING AND RESULTS

In this research we conduct some unstructured interviews in some Private companies like, NETSOL International, Pakistan telecommunication ltd (PTCL), HBL Bank and SHEZAN International. After conducting interviews in these companies we get some findings which are given below:

When we interviewed at Software Company NETSOL International, CEO said that we need relaxed minded employees to do quality work. So he feels that his employees do work at one seat 9 hours a day and many employees leave the company due to illness and absenteeism rate are too much, then CEO decide to give them free physical fitness program inside the organization to employees like GYM, Table tennis, Badminton. After two years he realized that his company productivity is increases turnover ratio is low and medical expenses are also decreased. According to the NETSOL performance report, Work performance improves up to 15% amongst physically active people with employees reporting improved concentration, stamina, memory and increased energy. Employees with poor health are 20% less productive than those who have good health.

When we interviewed in Food Company SHEZAN International, CEO told us that although the turnover rate in SHEZAN International is low but the performance of Employees is not that good due to the illness and a lot of absentees of employees. After providing GYM in SHEZAN International CEO realized that company employee's absenteeism and productivity is increases and medical expenses are also decreased.

In Pakistan telecommunication ltd (PTCL), two years before there are no physical programs and the company didn't provide any physical activities for employees. Although the turnover rate is low that time but the performance of employees and the productivity of the company is not that good. After two years PTCL provide GYM and badminton coat to maintain their employees' health and fitness. Now PTCL employees have good performance and productivity of PTCL is increased.

In Services, Companies like Banks that type of organization cannot give physical fitness at the workplace, so these companies' employees do not maintain their health but they can do it aerobic exercises like walk, jogging etc. If they do their exercise on the daily basis for 10 to 15 minutes they can maintain their health after sometime the time is increase and heath will be improve, and they can reduce the tensions and other symptoms. When we interview from

HBL Bank Manager, he said that he has no time to go to a gym therefore, he have own a machine at home and he exercises daily 15 minutes and he feels stress reduced from his side and feel relax.

18. RECOMMENDATIONS

Workplace policies can make healthy choices easier. By modifying physical or organizational structure companies should target the all employees rather than individuals. Policy approaches to physical activity are beneficial in comparison to exercise programs for many reasons, including sustainability, cost effectiveness and accountability.

Sustainability

Physical activity interventions that target behavior change in individuals without changing the environments in which they work are unlikely to be effective long-term. In other words: programming is insufficient as a stand-alone approach to bring about sustainable changes.

Cost Effectiveness

When the cost of nonappearance, incapacity, injuries and health care claims are considered, it is clear that physical inactivity, and its impact on employee health, is an important driver of costs in the workplace. Providing a workplace environment that supports physical activity can help reduce these costs.

Accountability

Pakistani employers said that, to protect their workers' health and safety, while there is no legal requirement in Pakistan demanding an employer to maintain, inspire or require a healthy lifestyle among its employees, some organizations may view the creation of policies and environments that support physical activity among employees as part of their due diligence

Important Component for Starting Exercise

That people who do exercise on the daily basis, they will save from diseases and that people who does not do or join the physical fitness program they will suffer their life in diseases. The physical fitness program provides the ability or energy to the human body to do work with efficiency to complete their task in given time. So there is necessary to every person to join any physical activity like Running, GYM, Football or any other games for 30-40 minutes in a day.

Everyone must remember that when he starts the exercise program he must start slow after that he increases the time and weight etc.

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