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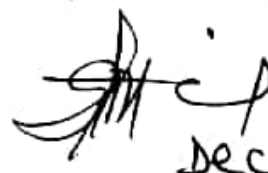
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EMPLOYEE RECREATION: A CASE STUDY OF A PHARMACEUTICAL COMPANY IN ILORIN, KWARA STATE

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Abstract

The awareness of Nigerian towards the need for active participation in recreational activities has started to improve, though, at a snail speed. Based on this premise, it is important to educate all employees and employers of labour, especially, those in pharmaceutical Companies Limited in Ilorin metropolis considering the huge work force of the companies. The health risk involved in the sedentary nature of their work and the role of recreation in preventing and controlling hypokinetic related diseases such as hypertension, paralysis, cardiomyopathy, arrhythmia, diabetes mellitus type 2 among others need urgent attention. The study adopted a descriptive survey method; population of the study comprised all workers in a pharmaceutical Company based in Ilorin. Simple random sampling was conducted to select one hundred and twenty respondents (120) comprising 80 male and 40 female. Three Research Questions were raised to guide the study. A validated Researchers' Developed Questionnaire (RDQ) consisting of two sections (A & B) with its reliability established (0.78r) was used to collect the data. Frequency counts and percentage was used to describe the data. The results revealed that; weight problem and cardiovascular diseases (16.5%) occur as a result of lack of quality recreational opportunities; blood pressure and premature ageing (12.5%) and recreational activities most preferred were sports and games (41.5%). The study also found that recreational facilities were not available. It was recommended that; there should be provision of adequate recreational facilities for workers in the company that will improve their health and wellness.

Keywords: Awareness, Employee, Recreational Facilities

Introduction

Employees who maintain a sitting posture throughout the day at work, faces a lot of havoc associated with such job schedule. James (2012) asserted that sedentary working conditions predispose workers to unpleasant and serious health problems. The problems ranges from stress, blood pressure, type 2 diabetes, arhythmia, cardiomyopathy weight problem among others. The employee's health problems vary from one to another, depending on the job description. Akintunde (2000) found that as work and society become more complex and technologically based, the intensification of work occurs, for instance, in the service occupation, employees are expected to work harder and be more productive in less time. Therefore, people are isolated from co-accomplishing multiple tasks. Sometimes tension accompanies such regimen of life.

Industrial workers especially, managers are often stressed by the nature of their jobs. Kenyon (1995) observed that health consequences of sedentary lifestyle are not only psychological; it also has major economic impact on employers in the industry. Loss in productivity, reduce work moral and increased work moral and increased workers compensation is cost related to poor health of workers and absenteeism. Alla, (1997), noted that most of the industries in Nigeria today recruit replacements for unhealthy workers. Employee's health is a thing that should give great concern to the employers and the public. An immediate and long lasting solution may be to establish a preventive employee health management programme. Pigram (1999) reported that an increasing number of firms/organizations and industries in Nigeria are taking this programme seriously. Many employers are establishing employee recreational fitness programme to cater for health of their workers.

The term recreation has it etymological root in the latin word "recreate"re: "again", create: "to create, bring forth, beget. Therefore, recreation means to create again, to refresh. Recreation is an activity of leisure, leisure being discretionary time.

the need to do something for recreation is an essential element of human physiology and psychology (Bruce, 2005). Recreational activities are often done for enjoyment, amusement, or pleasure and are considered to be fun. Recreational activities are activities that muscular exertions which include playing sports and games, dance and music inform of aerobics, gardening among others. The key reason for any recreational endeavour is to improve health and fitness (Sport New Zealand, 2105).

Statement of the problem

World Health Organization (2010) reported that globally, around 23% of adults aged 18 and above were not active (male 20% and women 27%). Physical inactivity has been rated as the fourth leading cause of mortality. Some environmental factors which are linked to urbanization had been reported to discourage people from becoming active. Among such are lack of parks, side -walks, sports and recreational facilities (James, 2012). One the global action plan (GAP) for the prevention and control of non-communicable diseases is provision of adequate sport and recreational facilities among others. Therefore, considering the work force in the Pharmaceutical Company, it becomes imperative to proffer lasting solutions to this problem.

Research Questions

The following research Questions were raised to guide the study:

1. What is the health problems associated with sedentary job?
2. What type of recreational programme do you prefer?
3. Are recreational facilities available?

Methodology

The descriptive research design was adopted for the study. The population of the study comprised all employees of the pharmaceutical Ltd. Purposive sampling technique was used to select the Company based on the huge work force. Simple random sampling technique was used to select 120 respondents. Three research Questions were raised to guide the study. A validated researchers' developed Questionnaire containing two sections

(A & B) reliable at 0.75r was used to collect the data. Section A contains the socio-demographic data including age, marital status, gender and working experience while, section B contains items that elicit responses on the variables of the study. The researchers administered the Questionnaires and were retrieved immediately after completion by the respondents. Frequency counts and percentage were used for data analysis. The researcher with the assistance of the five (5) staff members in the industry assisted in administering the questionnaire to the respondents and retrieved back immediately after completion.

Results and Discussion

Results are presented using frequency counts and percentage to analyse the data collected.

Table 1: Showing Analysis of Demographic Data of the Respondents

Variable	Frequency	Percentage
Gender		
Female	50	25
Male	70	75
Marital status	120	100
Single	Nil	Nil
Married	120	
Age	120	100
40-45	50	41
45-55	70	59
Year of experience	120	100
10-15	30	25
15-20	90	75
		100

Table 1 shows that one hundred and twenty (120) respondent were sampled for the study and 50 (25%) were females, while 70 (75%) were males. 120 (100%) were married and 41% were between the ages of 40-45 years, 26% had 10-15 while 75% had 15-20 years of experience.

Table 2: responses associated with the health problem of sedentary job

S/N	Health problem	Response to Health Problems	Percentage (%)
1.	Weight problems	60	50.00
2.	Back ailment	20	16.50
3.	High blood pressure	15	12.50
4.	Premature ageing	5	4.50
5.	CVD	20	16.50

Table 2 above shows that majority of the respondents accepted the fact that some health problems are developed from sedentary job. Response for items 3 and 4 were low, probably the respondents were not sure whether such problems could result directly from the sedentary nature of their jobs. The question that may arise is that, why is it that number of the workers preferred public recreation facilities to the one owned by the factory? The reaction of the respondents was that their employer did not provide facilities that could meet their needs at the center.

Amusa (1992) said that company management in Nigeria have started to support and promote employee recreational programme because of its benefits. Among the benefits are improvement of physical health, reduction of tension and fatigue, employee recognition, leadership development, reduced absenteeism and job turn over development.

Table 3: Showing types of Recreational Programmes Preferred

S/N	Types of programme	Response to Different Recreational Activities	Percentage (%)
1.	Sports and games	50	41.5%
2.	Dancing/music	30	25%
3.	Drama	10	8.5%
4.	Outdoor recreation	15	12.5%
5.	Gardening/Recreation/club	15	12.5%
		120	100

Table 3 above shows that majority of the respondents 50(41.5%) preferred sports and games, while 30(25%) of respondents preferred dancing/music, drama as their recreational programmes, outdoor recreation and social recreation both had (12.5%).

Discussion

The findings of the study revealed that majority of the workers in the industry have problems associated with weight, back ailment and cardiovascular disorders as reflected in the percentage analysis and frequency analysis. 50(41.5%) confirmed that occurrence of weight related health problems are traceable to lack of recreational activities. Back ailment and cardiovascular diseases 20(16.5%) follows in the hierarchy of the health problems associated to lack of recreational activities by the workers in the pharmaceutical company.

High blood pressure 15(12.5%) and premature ageing 5(4.5%) were also believed to occur due to lack of recreational activities. The implication is that; body weight problems will constitute majority of the health problems that are likely to occur if effective interventions are not made. Weight problem is also strongly associated to cardiovascular disease, hypertension, back ailment and joint disorders (Pinhass-Hammiel & Zietler, 2000).

It can be deduced that body weight predisposes to hypertension, joint problems such as back ailment and premature ageing of the workers. Therefore, the recreational programmes to be administered should be the one that will help to control and maintain healthy body weight and joint flexibility of the workers. The result from table 3 also indicates the workers preference for recreational activities, sport and games 50(41.5%), dancing/music 30(25%), outdoor and gardening 15(12.5%) and drama 10(8.5%). The most preferred type of recreational activity was sports and games followed by dancing/music while, outdoor recreation and gardening and lastly drama were preferred respectively.

The preference for sports and games was corroborated by Razack, Nelson, Martins and Bello (2013) who reported that football and basketball were most preferred as recreational activities as compared to other forms. The preference for dancing/music was also high (30%) and followed by other types of recreational activities (outdoor, gardening and drama). Therefore, sports and games should constitute the majority of the recreational activities to be provided for the workers while others forms recreation such as dancing/music, gardening and drama should not be neglected so that the varying interests of the workers as regarding choice of recreation can be accommodated.

Therefore if the management could provide suitable recreational facilities for their employees; productivity in the company will increase, boost the employees' morale, prevent the polarization of staff and bringing about the attraction of high caliber staff. The management should include free hours for all the staff to recreate and suitable recreational facilities should be provided to enable them select the best sports and games that is of interest to them.

Conclusion

The study concluded that recreational facilities are not available for workers in the pharmaceutical company. Also, the preferred recreational activity was sport and games and lastly, weight problem was most associated with lack of recreational activity while cardiovascular diseases and back ailment (16.5%) and ageing (16.5%) follow in the hierarchy. These problems increase staff absenteeism and productivity.

Recommendations

Based on conclusion of the findings, the following were recommended; employees should be given opportunity to engage in some forms of recreational activities as this will improve their health and enhance productivity at work. There should be provision for recreational facilities and the facilities to be provided should accommodate the diverse recreational interest of the workers especially, sport and games should be prioritized.

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