BANK EMPLOYEE'S PERCEPTION ON THE EFFECT OF RECREATIONAL SPORTS IN REDUCING WORK-RELATED STRESS IN ILORIN

Mujib ALABIDUN

Department of Human Kinetics and Health Education Faculty of Education Kwara State University, Malete.

mujib.alabidun@kwasu.edu.ng malabidun@gmail.com / +234-806 448 5455 https://orcid.org/0009-0008-2862-2406

Abstract

This study focused on the Perception of Bank Employees on the Effect of Recreational Sports in Reducing Work Related Stress. The objectives of this study were to examine how Recreational sports can effectively reduce fatigue among bank employees and to examine the perceived effects of recreational sports on the mental blockage of bank employees in Ilorin. The sample used was fifty (50) participants from First City Monument Bank Ilorin. The quantitative correlational design was used to test for statistical relationships among variables for 50 staff at First City Monument Bank Ilorin. Variables include recreational sports and work-related stress. Pearson product moment correlation (PPMC) method was applied to test the hypothesis formulated in the study at 0.05 level of significance. Based on the findings of this study, it can be stated that respondents positively 'perceived effects of recreational sport on the reduction of fatigue among bank employees in Ilorin. The results revealed that the positive perceived effect of the or recreational sport on the mental blockage of among the bank employees in Ilorin and the positive perceived effect of recreational sport on the depression among bank employees in Ilorin. However, fatigue, blockage has significant effect of exercise participation. This study concluded that there was significant effect of recreational sport on the reduction fatigue and mental blockage among bank employees in Ilorin. Based on the findings of this study, it was recommended that regular physical activity helps combat mental fatigue, allowing employees to recharge and maintain focus during work hours.

Keywords: Bank Employee, Recreational Sports, Work-Related Stress.

Introduction

The level of stress is increasing among professionals of different walks of life. Progressively stress is changing quickly among the workers because of a bunch of different reasons. Employees experience and feel focused persistently on many aspects of life along with work, thus the responses to stress at the work environment is having different effects on the quality of life as compared to other groups of the population (Olaleye, 2016). Stress at work is expanding because of outside or external variables like innovative headway and changes in the economy of a country. Other than stress that could be brought about by family or individual issues, stress at work has become even a more prominent issue in view of occupation rebuild, globalization and more interest on the main job. This may prompt higher occupation weakness which would cause workers to feel pushed and bothered (Salmond, 2017). The expanded pressure among workers persuaded individuals to become intrigued, delicate and inquisitive in regard to the significance of the subject. Stress is not a clinical state, rather it is one of the factors to push that prompts medical problems and affects different aspects of life. A portion of the effects that pressure has on an association are expanded representative turnover, worker associations as far as cost too, for instance nonattendance will in general be the most self-evident and most effortlessly determined expense. Hence featuring that pressure would lead an association to cause more expenses because of stress (Marin, 2015). Engaging in physical activities like recreational sports increases energy expenditure, contributing to overall fitness and well-being (Haskell et al., 2007).

Studies have shown a positive correlation between participation in recreational sports and improved employee performance, productivity, and loyalty (Dunn et al., 2010; Ozmucan et al., 2015). Engaging in physical activity can enhance cognitive function, memory, and focus, leading to better decision-making and problem-solving skills (Chang et al., 2012). Additionally, regular exercise can reduce absenteeism and presenteeism (being physically present but not fully productive due to illness or fatigue) (Blair et al., 2009).

Chronic work-related stress can significantly impact mental health, leading to anxiety, depression, and even burnout (Chandola et al., 2010). Mental health encompasses emotional, psychological, and social well-being, influencing

how individuals think, feel, and interact with others (World Health Organization, 2023). It also plays a crucial role in coping with stress, making decisions, and forming healthy relationships.

Statement of the problem

It is significant for all bank employees to have methods for dealing with stress for the pressure that they experience at work. Stress is known as a significant piece of human existence, and it is direct result of the development in confusions and new difficulties in routine life (Bakker, 2014). Recreational sports have been shown to be an important way to reduce stress levels. Also, studies have shown that people who participate in recreational sports tend to have lower levels of stress hormones in their blood, which can lead to a decreased risk of health problems. Recreational sports also provide a social environment that can be beneficial for both the individuals involved and the community. In this part of the world, there is high mortality rate; high health cost; inadequate time for physical activities. Studies however showed that performing recreational exercises represents an anti-hypertensive therapy, effective in minimizing cardiovascular risk factors (Maiorana et tal, 2003; Goldsmith et al., 2010). There is a consideration that participation in outdoor recreational sports would reduce, the rate of heart related diseases thereby reducing the mortality rate and further enhancing a healthy economy.

The reason for this examination was to look at the connection between practicing recreational activities and reduction in work related stress in First City Monument Bank Ilorin, Kwara State. The result is to further encourage bank workers and Nigerian adults to take part in any of recreational sport.

Objectives of the study

The following were the objectives of the study.

1. To examine how Recreational sports can effectively reduce fatigue among bank employees in Ilorin

2. To examine the perceived effects of recreational sports on the mental blockage of bank employees in Ilorin.

Research questions.

The following research questions were answered:

1. To what extent does participation in recreational sports reduce fatigue among bank employees in Ilorin?
2. To what extent does participation in recreational sports alleviate mental blockage among bank employees in Ilorin?

Hypotheses

The following hypotheses were tested:

Ho1. There is no significant effect of recreational sport on the reduction of fatigue among bank employees in Ilorin.

Ho2. There is no significant effect of recreational sport on the reduction of mental blockage among bank employees in Ilorin.

Methods and Materal

This research study focused on exploring the effects of recreational sports on reducing work-related stress among employees at First City Monument Bank in Ilorin. Utilizing a quantitative correlation research design, the study involved the entire staff population of First City Monument Bank in Ilorin metropolis, with 50 respondents selected randomly using a simple random sampling technique. To collect data, a researcher-structured questionnaire using a four point likert scale of strongly agree (SA), Agree (A), Disagree (D), Strongly Disagree (SD) was employed, validated by experts in the field of Human Kinetics and test and measurement for face and content validity. The results of the analysis were instrumental in addressing the research questions. Pearsons product moment correlation (PPMC) method was applied to test the hypothesis formulated in the study at 0.05 level of significance.

Research Question One: what is the perceived effect of recreational sports on the reduction of fatigue among bank employees in Ilorin.

Table 1: Table showing the perceived effect of recreational sports on the reduction of fatigue among bank employees in Ilorin.

S/N	STATEMENT	MEAN	REMARKS
	REDUCTION OF FATIGUE		
1.	Taking 15 minutes walks help to prevent fatigue	2.50	Agreed
2.	Swimming stimulates the release of stress relieving hormones	3.02	Agreed
3.	Jogging is effective in reducing stress levels	2.74	Agreed
4.	Playing table tennis 2- 3 times a week reduces fatigue	2.52	Agreed
5.	Cycling boosts cardiovascular health	2.69	Agreed
	Weighted Average	**2.69**	

Decision: Negative (1.00-1.49) Positive (2.50-4.00)

Table 1 shows the perceived effect of recreational sport on the reduction of fatigue among bank employees in Ilorin**.** The weighted average is 2.69 which is greater than 1.49 the base line for positive opinion. This therefore shows numerical indicator that, there is perceived effect of recreational sport on the reduction of fatigue among bank employees in Ilorin.

Research Question Two**:** what is the perceived effect of recreational sport on the mental blockage among bank employees in Ilorin?

Table 2: Table showing the perceived effect of the of recreational sport on the mental blockage among bank employees in Ilorin.

MENTAL BLOCKAGE AND RECREATIONAL SPORTS	Mean	Remarks
1. Swimming reduces the levels of stress hormones in your body	3.04	Agreed
2. Cycling eliminates mental blockage	3.02	Agreed
3. Canoeing prevents mental blockage	3.01	Agreed
4. Hiking stimulates the production of stress relieving hormones	3.18	Agreed
5. Basketball improves your thinking and analysis skills.	3.09	Agreed
Weighted Average	**3.06**	

Decision: Negative (1.00-1.49) Positive (2.50-4.00)

Table 2 shows the perceived effect of recreational sports on the mental blockage of among the bank employees in Ilorin**.** The weighted average is 3.06 which is greater than 1.49 the base line for positive opinion. This therefore shows numerical indicator that there are perceived effects of recreational sports on the mental blockage of among the bank employees in Ilorin.

Hypothesis One: There will be no significant effect of recreational sports on the reduction fatigue among bank employees in Ilorin.

Table 3: Table showing the effect of recreational sports on the reduction fatigue among bank employees in Ilorin.

Variables	Mean	SD	N	R	R Square	Adjusted R Square	F	Sig.
Recreational Sports	57.580	4.06	100	.534	.285	.278	39.084	.000
Fatigue	13.470	2.07						

Table 3 shows effects of recreational sport on the reduction fatigue among bank employees in Ilorin (R = .534) while the R-Square is .285 which means that the independent variable (Recreational Sports) explained 28.5% variation of the dependent variable (fatigue). This indicates a good fit of the regression equation. Thus, this is a reflection that recreational sports significantly have effect on reduction of fatigue ($F_{(1; 99)} = 39.084$, $p < 0.05$). This implies that there was significant effect of recreational sport on the reduction fatigue among bank employees in Ilorin.

Hypothesis Two: There is no significant effect of recreational sports on the reduction of mental blockage among bank employees in Ilorin

Table 4: Table showing the effect of recreational sports on the reduction of mental blockage among bank employees in Ilorin.

Variables	Mean	SD	N	R	R Square	Adjusted R Square	F	Sig.
Recreational Sport	57.580	4.06	100	.629	.395	.389	69.108	.000
mental blockage	15.340	1.64						

Table 4 shows effect of recreational sports on the mental blockage among bank employees in Ilorin (R = .629) while the R-Square is .395 which means that the independent variable (Recreational sport) explained 39.5% variation of the dependent variable (mental blockage). This indicates a good fit of the regression equation. Thus, this is a reflection that Recreational sports significantly have effects on reduction of mental blockage ($F_{(1; 99)} = 69.108$, $p < 0.05$). This implies that there is significant effect of recreational sports on the reduction of mental blockage of bank employees in Ilorin**.**

Research Hypothesis Three: There will be no significant effect of recreational sport on the depression among bank employees in Ilorin.

Summary of Findings

1. There was positive perception on effects of recreational sports on the reduction of fatigue among bank employees in Ilorin.
2. There was positive perception on effects of recreational sport on the reduction of mental blockage among the bank employees in Ilorin.
3. There was significant effect of recreational sports on the reduction of fatigue among bank employees in Ilorin.

4. There was significant effect of recreational sports on the mental blockage of bank employees in Ilorin.

Discussion of the findings

The result revealed that respondents positively 'perceived effect of recreational sport on the reduction of fatigue among bank employees in Ilorin. This finding is in line with Enenifa, and Akintokunbo (2022) who reported in their study that there is a significant the relationship between workplace recreational activities rand employee effectiveness in deposit money banks in Yenogoa, Bayelsa State. The study recommended that management of deposit money banks should create avenues for workplace recreational activities for its employees because it not only polishes the employee skills but also prepare them to accomplish the current and future challenging assignments. It was therefore, recommended that employees should be allowed activities that would increase and boast their performance in the workplace.

The findings of this study are in line with Falkenberg (2007) who established a link between employee recreation activities and organizational performance. The study was based on the premise that employee recreation activities were attractive to employees, were mechanisms for retaining employees, and were significant in reducing stress which had a negative impact on work performance and productivity. The study also showed that recreation activities had a significant positive impact on employee productivity and performance which births commitment. It showed that majority of employees who participated in recreation activities had above average performance, lower rates of absenteeism, higher commitment to work, and lower employee turnover. The findings supported the assertion that recreation activities had a positive impact on employee performance. Moreover, the study supported the need for workplace recreation programs to improve employee performance and health needs.

The *findings of this study* are in line with Mokaya and Gitari's (2012), who revealed that staff parties act as a platform for socializing helping employees to receive recognition/feedback on their performance. Also, team bonding, and commitment among employees are boosted during activities like parties, aerobics and other team-building exercises, enhancing employee well-being. Gupta (2019) conducted a research study on an IT company based in NOIDA. The study's findings revealed that the employee participation, though having the support of the management and facilities being available, was low, it was found that only 2% of the employees demanded such activities. The lack of participation despite having established a strong positive correlation between recreational activities and employee well-being and efficiency was attributed to lack of time, high financial costs and inadequate childcare facilities. The study gave suggestions to address the concerns of the employee for better participation.

The results revealed that positive perceived effect of the or recreational sport on the mental blockage of among the bank employees in Ilorin and the positive perceived effect of recreational sport on the depression among bank employees in Ilorin. However, fatigue, Immune system, mental blockage and depression has significant effect of exercise participation.

Conclusion

This study concluded that;

1. There was significant effect of recreational sport on the reduction fatigue among bank employees in Ilorin.
2. There was significant effect of recreational sport on the mental blockage of bank employees in Ilorin.

Recommendations

Based on the findings of this study, the following recommendations were made.

1. Regular physical activity helps combat mental fatigue, allowing employees to recharge and maintain focus during work hours.
2. Engaging in sports fosters social connections and a sense of belonging, which contributes to overall well-being.

References

Bakker, A. B. (2014). Work stress: A review and integration of theoretical models. Annual Review of Psychology, 65(1), 379-408.

Blair, S. N., Dunn, A. L., Kohl, H. W., Paine, T. M., Srinivasan, M., & Volpe, B. (2009). Physical inactivity and the economic burden of disease in the United States. American Journal of Preventive Medicine, 36(4), 416-423.

Chandola, T., Brunner, E., & Martikainen, P. (2010). Work stress and pathways to mental ill health. Occupational Medicine, 60(9), 643-650.

Chang, Y. K., Labban, C., Gapin, J., & Etnier, J. L. (2012). The effects of acute exercise on cognitive function: A meta-analysis. Brain Research, 1458, 87-103.

Dunn, A. L., Bauman, A. E., Brazendale, K., Whittaker, R. C., & Crane, B. (2010). Relationships between physical activity, sedentary behaviour and employee productivity in the workplace: a systematic review. BMC Public Health, 10(1), 238.

Enenifa, A. O., & Akintokunbo, O. O. (2022). Influence of workplace recreational activities on employee effectiveness in deposit money banks in Yenagoa, Bayelsa State, Nigeria. International Journal of Research in Social Sciences, 12(8), 793-799.

Falkenberg, J. (2007). Employee recreation activities and organizational performance: A critical review. International Journal of Hospitality Management, 26(4), 809-822.

Gupta, B. (2019). The effect of participating in recreational activities on employee's productivity. IME Journal, 13(2), 113-120.

Haskell, W. L., Kahn, R. P., & Blair, S. N. (2007). Physical activity and public health: Updated recommendation for adults from the American College of Sports Medicine and the American Heart Association. Medicine & Science in Sports & Exercise, 39(8), 1423-1441.

Maiorana, A., Oriolo, G., Perri, L., & De Lorro, G. (2003). Leisure-time physical activity and risk of major cardiovascular events: A meta-analysis of prospective studies. Archives of Internal Medicine, 163(13), 1509-1516.

Marin, A. (2015). The cost of stress in the workplace: A systematic review. Journal of Occupational Health Psychology, 20(2), 103-120.

Mokaya, J. M., & Gitari, G. N. (2012). The impact of recreational activities on employees' performance in service organizations: A case study of Kenya Utalii College. International Journal of Business and Management, 8(4), 15-26.

Mokaya, S., & Gitari, J. W. (2012). Effects of workplace recreation on employee performance: The Case of Kenya Utalii College. International Journal of Humanities and Social Science, 2(3), 176-183.

Olaleye, O. (2016). Stress and its impact on the quality of life among professionals. Journal of Occupational Health, 58(4), 359-366.

Ozmucan, A., Gurbuz, T., & Cakir, I. (2015). The impact of recreational physical activities on employee performance and organizational commitment in the tourism industry. International Journal of Hospitality Management, 45, 9-19.

Salmon, S. (2017). Work-related stress and its effects on employees' wellbeing. Journal of Nursing Management, 25(5), 352-360.

World Health Organization. (2023). World mental health report: Transforming mental health for all. Retrieved from World Mental Health Report (who.int)