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The Impact of Office Recreation on Staff Wellbeing

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Abstract

The Nigerian University Commission conducted a study to assess workplace recreation and employee well-being. The particular goals are to find out how physical fitness programs affect employee wellbeing at Nigerian University Commission and how mental health programs affect employee wellbeing at Nigerian University Commission. The descriptive research method was used in this study. The study's population consisted of 748 Nigerian University Commission employees, with a sample size of 230 determined using the Taro Yamane formula. Simple percentage analysis was used to analyze the data, and Simple Linear regression was used to test all hypotheses at 0.05 alpha levels. Physical fitness programs have a substantial effect on employee wellbeing at Nigerian University Commission, and mental health programs have a large effect on employee wellbeing at Nigerian University Commission, according to the findings of the study. Physical fitness and mental health programs have a considerable favorable influence on employee wellness and performance, according to the study. It was suggested, among other things, that organizations should provide recreation facilities and activities that are of interest to employees, taking into account their various interests, gender, age, and other factors. This will encourage employees to participate in their favorite recreational activities.

Keywords: employee wellbeing, physical fitness, mental health, health programs

1. Introduction

Recreational activity is a concept in the organization that was started from America and later spread in the organization all over the globe. The trend began in the late 1990s, and now most managers and businesses encourage employees to participate in recreational activities at work, which include indoor-outdoor activities, special event parties, social gatherings, celebrations, dinner parties, and a variety of other activities (Wattles & Harris, 2003). They also include wellness promotion programs such as weight loss classes, hypertension and cancer screenings, substance management classes, self-help or counseling classes, and subsidised pharmacotherapy treatments (Goetzel & Ozminowski, 2008). These programs are intended to boost employee morale, inspire them, and improve their job satisfaction (Akmal & Ghazali, 2012).

Organizations and individuals are gradually appreciating the concept of planning and managing employee recreation as part of human resource development. Mokaya and Gitari (2012) According to the author, scheduling some leisure time during the day allows employees to replenish their psychological and emotional batteries, which can contribute to better job performance. Companies are becoming more involved in leisure activities and wellness programs in order to improve their employees' physical and mental health. According to Hoyer, Smith, Nicholson, and Stewart (2018), The desire for man-made extra recreational resources is higher than it has ever been. Despite the proliferation of leisure and sports clubs, many businesses have committed significant sums of money to provide similar amenities in the workplace.

The impact of recreation programs on job performance and productivity has been studied by a number of academics. For instance, Golaszewski and Yen (1992) and Wattles and Harris (2003) Health promotion programs resulted in fewer health claims, more productivity, decreased absenteeism, and a higher return on investment for the money invested, according to the study. Another report confirming this assertion was the

Enenifa and Akintokunbo (2020) that showed how health problems such as diabetes mellitus and hypertension declined when employees engaged in workplace recreation or leisure activities. Similarly, organisations such as the Galati and the Enenifa and Akintokunbo (2020) have supported the concept of workplace recreation arguing that setting aside leisure time and wellness programmes improves the employees' quality of life, consequently their job performance, mental wellness, and physical health will improve. (Enenifa & Akintokunbo, 2020; Parks & Steelman, 2008).

Gupta (2019) Workplace recreation lowered sick leave, health expenditures, and disability costs by 27.8 percent, 28 percent, and 33.5 percent, respectively, confirming the falling health care costs for businesses. Similarly, the Arubayi (2015) According to the survey, workplace physical activities cut sick leave by 32%, health care costs by 50%, and productivity by 52% (Mokaya & Gitari, 2012). At the same time, employers benefit from the recreation programs intangible benefits such as higher employee morale and productivity, staff retention, and a better company image (Gupta, 2019).

As the demand for recreation grows, the trend in workplace recreation has continued to gain traction. Many entertainments and sports facilities have tried to accommodate this demand by offering a wide range of leisure and recreation activities for employed people (Mokaya & Gitari, 2012; Wattles & Harris, 2003). Furthermore, businesses have spent money and time to build relaxation areas in the office. The Nigerian University Commission is one of such organisation. It has invested in and remained committed to providing recreation facilities for its workers.

Regular physical activity appears to lower melancholy and anxiety, increase mood, and improve capacity to accomplish daily tasks across the lifespan, according to researchers. All of these will serve to boost staff morale, possibly increase employee motivation, and improve job

satisfaction (Gupta, 2019). Although the human resource department has reinforced the idea of office recreation, there is limited empirical data showing the outcome of the leisure facilities on the wellbeing and presentation of workers at Nigerian University commission. Therefore, The Nigerian University Commission conducted a study to look into office recreation and workers well-being.

2. Research Objectives

The broad objective of this research is to examine office recreation and workers wellbeing at the Nigerian University Commission. Other specific objectives include:

1. At the Nigerian University Commission, to investigate the impact of physical fitness programs on staff well-being.
2. At the Nigerian University Commission, to determine the impact of mental health programs on staff well-being.

2.1 Research Questions

To achieve result in this study, the following research questions were formulated to guide the researcher appropriately.

1. What is the impact of physical fitness programs on staff well-being at the Nigerian University Commission?
2. What is the impact of mental health programs on staff well-being at the Nigerian University Commission?

2.2 Research Hypotheses

H₁: Physical fitness programmes has substantial impact on staff wellbeing at Nigerian University Commission.

H₂: Mental health programmes has substantial impact on staff wellbeing at Nigerian University Commission.

2.3 Review of the Related Literature

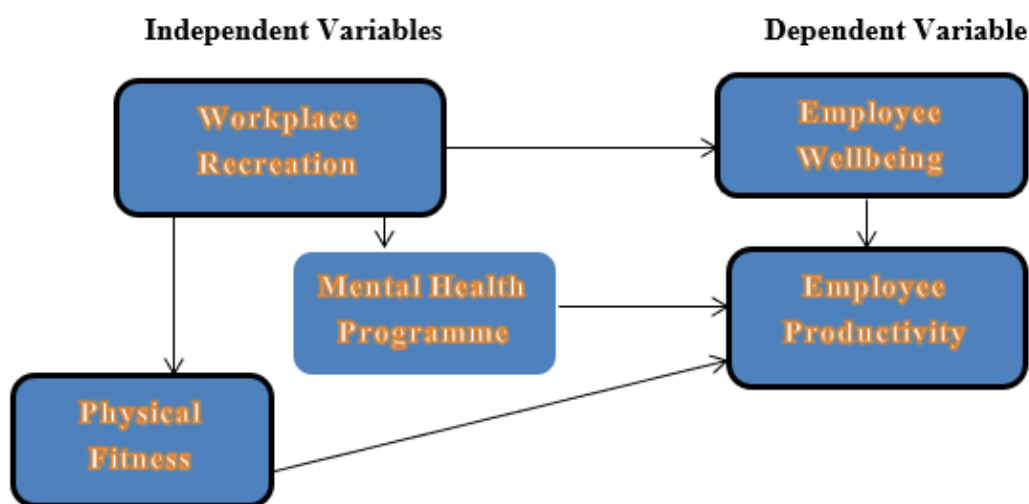


Fig. 1: Conceptual framework of office recreation and staff wellbeing and their proxies

2.4 Concept of office Recreation

The term “recreation” has generated many definitions in the past years. The most appropriate definition used is, “a voluntarily undertaken activity mainly for the resolve of pleasure and satisfaction, during leisure time” (Gupta, 2019). Office recreation programs, on the other hand, are characterized as activities that boost the health of

employees at a company (Mokaya & Gitari, 2012). Annual family days, sports days, travel, gym membership, and sports facilities are all part of these programs (Golaszewski & Yen, 1992). Weight reduction workshops, hypertension and cancer screenings, drug management seminars, self-help or counseling sessions, and subsidized pharmacotherapy treatments are among the wellness

promotion programs available (Gupta, 2019). These programs are intended to boost employee morale, inspire them, and improve their job satisfaction (Goetzel & Ozminkowski, 2008).

The musculoskeletal, cardiovascular, pulmonary, and endocrine systems all benefit from recreational activities (Ackland et al., 2005). Other health advantages include a lower chance of premature death and a lower risk of coronary heart disease, diabetes, and other diseases. Physical activity appears to lessen depression and anxiety, increase mood, and improve capacity to do daily tasks over the course of one's life. All of these will serve to boost staff morale, possibly increase employee motivation, and improve job satisfaction (Gupta, 2019).

In an organizational setting, the goal of recreational activities is to improve workforce competency by increasing their health. More recent studies conducted at Johnson and Johnson (Jones & Daigle, 2018) also indicated positive opportunity costs, business-unit-wide, of health elevation programs. Health promotion is defined by the Joint Committee on Health Education Terminology as the sum of all focused activities designed to improve individual and communal health through a variety of approaches, including behavior change strategies, health education, health protection measures, risk factor identification, health enhancement, and health care (Videto & Dennis, 2021). This research found recreational program effects normal exercise involvement, fitness levels, patients' medical costs, employee satisfaction, smoker quit rates and productivity (Ackland et al., 2005; Parks & Steelman, 2008). A recreational program promotes outstanding health to the employee, which is organized purposely to upscale the value of life in the office. Employee stress can be reduced and managed with the use of recreation facilities. Humans spend their time on activities such as everyday living, work, sleep, social responsibilities, and leisure, which involuntarily causes stress in the employee or individual, according to Armstrong (2011). Taking time off for recreation, with the primary goal of helping reduce and manage stress, is one of the recommended ways for the employee or afflicted individual to bounce back to life.

2.5 Physical Fitness

Workplace exercise is a type of intervention in which workers perform specialized physical exercises at work in order to enhance general goals such as quality of life and work environment, as well as particular objectives such as muscle strength and flexibility (Ackland et al., 2005). However, the significance of physical exercise is already well documented in many literatures. According to Wattles and Harris (2003), physical fitness activities support to improve quality of work, routine of employees, also increase the employee morale and improve company productivity. There is a progressive relationship between physical fitness programs on staff performance.

Hafner, Van Stolk, Saunders, Krapels, and Baruch (2015) opined on the impact of leisure time activities on employee output and elaborated on his research, stating that workers with musculoskeletal and long-term health conditions were perceived to have a strong effect on presentism, resulting in a higher rate of absenteeism than workers who were not in such poor health. Bad Health condition or diseases like cardiovascular sickness or cancer or other chronic health problems can cause the loss of productivity which is

harmful to the society. Thus, an organization should emphasis on the health of their workers and improves, invest and implement the wellbeing and health programs. However, companies that pay attention to the worker's health and provided health or wellness programs face a lower rate of absenteeism. Thus, there is a positive effect of employee physical health on productivity (Conn, Hafdahl, Cooper, Brown, & Lusk, 2009).

In his research Hashim, Baharud-din, Mazuki, and Ahmad resolved there is an increase in the amount of an unhealthy work-force just because of not participating in any physical activities as inactivity causes to the simple illness resulted from bad performance of an employee and organization. A healthy employee is only the result of exercises. The culture of the society that has inactivity or longer sitting in a place can result a sick workforce means a decline in health and mental ability to be alert. Inactivity, such as sitting in a long meeting or conference or in front of a laptop or computer, contributes to the symptoms of common diseases and obesity.

The workers who involve in any kind of sports can reduce stress and leads to a healthy lifestyle which can create a better opportunity for the workers of a different department, a better communication, can create a good social networking and hence arose an intellect of collegiality among them. Thus, the research shows there is an inspiring relationship that exists between physical fitness and productivity as the higher participation in physical activities like sports, as it primes to better performance and higher productivity that leads to the better act of the employee as the outcome of the society is automatically improved (Gupta, 2019).

According to Hashim et al. if a person is healthy then he will do everything perfectly in his life. Similarly, an employee who is healthy can-do ones task perfectly and perform a task well written in one's job description and attain high productivity which is beneficial for the organization too, also the visit to the doctor will be reduced. The research demonstrated an optimistic relationship which exists between physical fitness and productivity as the higher participation in physical activities like sports, as it directs to better performance and higher productivity that shows better results of the employee as the outcome of the group is automatically improved.

2.6 Mental Fitness

Mental health is defined by the National Institute of Mental Health as the way one thinks, feels, and acts when coping with life and involves continued forward movement in abilities to perform daily physical tasks and challenges (Kong, Dunn, & Parker, 2017). The Surgeon General describes mental health as a "state of successful performance of mental function, resulting in productive activities, fulfilling relationships with other people, and the capacity to adapt to change and to cope with adversity" (Garfield, Lave, & Donohue, 2010).

Mbaabu (2013) indicated that mental fitness programs are beneficial in reducing stress and anxiety levels in the workplace, as well as improving understanding of work stresses, attentiveness, and mental aptitude. The entertainment activities help in building a good workplace relationship, group commitment, productivity and presentation of the group member, which is vital for the

team projects. As a result, workplace leisure activities such as physical health, mental fitness, and entertainment programs have an impact on employee performance and well-being (Mbaabu, 2013).

The mental health has an encouraging noteworthy effect on the employee mental alertness. The Mbaabu (2013) According to study, the majority of employees desire to participate in leisure activities organized by their company in order to improve job satisfaction and motivation. It is also used by businesses to reduce absenteeism.

Thus, Gubler, Larkin, and Pierce (2018) opined that a strong effect of mental health on workers' efficiency and performance as hypertension can affect the worker ability to perform well and thus the productivity of employee is affected as well the act of a company decreases. The investment in the health programs is beneficial for the society in the near future. According to the Kettunen (2015), staff in poor physical health are more stressed and feel themselves to have less mental ability than those in good physical health.

However, when a person feels tense, nervous or anxious, it means he is having tension in mind that is his mind. Further, the mental fitness associated to the stress level as the healthy workers are the productive one and can handle the stress level as well Conn et al. (2009). As a result, a physically active individual has a lower stress level and so has a greater ability to work. However, having strong mental health as well as good bodily fitness might boost young workers' workability. Furthermore, because a firm's productivity rises as a result of its employees' psychological well-being, the company may be ready to devote more resources to planning activities, as it improves people's ability to cope with stress (Gubler et al., 2018).

2.7 Employee Productivity

The key issues that most organizations face nowadays is the necessity to improve employee productivity. Employee productivity is an assessment of the efficiency of a worker or group of workers. In reality, productivity is a factor that has a direct impact on a company's earnings (Sels et al., 2006). Productivity can be measured in terms of an employee's output over a set period of time. Typically, a worker's productivity is measured in comparison to a national average of employees doing similar work. It can also be measured in terms of how many units of a product or service an employee handle in a given period of time (Hanaysha, 2016). As the accomplishment of an organization relies mainly on the efficiency of its employees, therefore, employee productivity has become an important objective for businesses (Hanaysha, 2016).

Many studies have fixated on one or two ways to measure productivity and since many different approaches are taken, it can be challenging to liken the results (Nollman, 2013). Overall, there is a lack of an effective and standardized way to assess productivity. According to Hanaysha (2016), Employee productivity is determined by the amount of time an employee is physically present at his or her job, as well as how well he or she is "mentally present" or working productively during that time. In order to achieve high worker productivity, businesses should handle such concerns. Ferreira and Du Plessis (2009) It has been suggested that productivity can be measured in terms of time spent. By an employee actively performing the task for which he or she was hired in order to achieve the intended results specified in the job description.

The benefits of employee productivity that lead to organizational success have been well discussed in previous literature. According to Hanaysha (2016), Economic growth, profitability, and social advancement are all aided by increased productivity. Employees can only acquire better wages/ compensation, working conditions, and wider employment prospects through increasing productivity. Cato and Gordon (2012) It was also proved that aligning the strategic goal with staff productivity is a critical contributor to an organization's success. As a result of this alignment, employees will be more motivated and inspired to be more creative, which will boost their performance effectiveness in meeting company goals and objectives (Hanaysha, 2016). Furthermore, increasing productivity tends to increase competitive advantage by lowering costs and improving output quality.

3. Methodology

This study employed a descriptive research design. The design conveys information about the nature and state of the situation at the time of the study. As stated in Table 1, data was gathered from primary sources of 748 Nigerian university commission staff members. The sample size of 230 for the study was determined using the Taro Yamane formula for sample size determination for finite populations. As a result, it says:

$$n = \frac{N}{1 + Ne^2} (1)$$

where N is the population size, 1 is constant and e is the degree of error. Since we have N=748 and e = 0.05. The figure of sample size is calculated as n = 230.

Table 1: Total Worker of Nigerian University Commission

S/N	Categories of Staff	Senior staff
1	Senior staff	285
2	Junior staff	463
	Total	748

Source: Personal Unit Feedback, 2021

4. Result

4.1 Data Presentation

Table 2: Questionnaire Distribution and Return

Questionnaire	Respondents	Percentage of Respondents
Returned	185	80.4%
Not returned	45	19.6%
Total distributed	230	100%

(Source: Field Survey, 2021)

Table 2 above shows the distribution and returns of the survey. The copies of questionnaire administered were 230 from which representing (100%) 185 (80.4%) were returned, while 45 representing (19.6%) were not returned. The 185 copies of questionnaire that were returned were considered adequate enough for making valid deductions and conclusions. Hence, the research analysis was based on the returned copies of questionnaire.

Table 3: Distribution of Respondents According to Sex

Option	Frequency	Percentage (%)
Male	89	48.1
Female	96	51.9
Total	185	100

(Source: Field Survey, 2021)

The above Table 3 shows the gender of the respondents. In the table, 89 respondents representing 48.1% of the entire respondents are males while the remaining 96 respondents representing 51.9% are females. Hence, the majority of the respondents are females.

Table 4: Distribution of Respondents based on Educational Qualifications

Option	Frequency	Percentage (%)
SSCE	8	4.3
B.Sc./HND	89	48.1
MA/M.Sc.	72	38.9
PhD	16	8.6
Total	185	100%

(Source: Field Survey, 2021).

The above Table 4 shows the distribution of the respondents based on their educational qualifications. In the table, 8 respondents representing 4.3% indicated that they were in possession of SSCE, 89 respondents representing 48.1% indicated they have B.Sc./HND qualifications, 72 respondents representing 38.9% indicated that they were in possession of MA/M.Sc qualifications, while the outstanding 16 respondents representing 8.6% indicated he has PhD qualification. Thus, the bulk of the respondents are in possession of B.Sc/HND.

Table 5: Distribution of Respondents according to Age

Option	Frequency	Percentage
21-29	79	42.7
30-39	64	34.6
40-49	35	18.9
50 and above	7	3.8
Total	185	100%

(Source: Field Survey, 2021)

The **Table 5** shows the age spread of respondents. From the table, 79 respondents representing 42.7% out of the entire respondents are within the age range of 21-29 years, 64

respondents representing 34.6% are within the age bracket of 30-39 years, 35 respondents representing 18.9% are within the age bracket of 40-49 years, while 7 respondents signifying 3.8% out of the entire respondents are between the age range of 50 and above.

Table 6: Spread of Respondents in respect of Marital Status

Option	Frequency	Percentage %
Single	67	36.2
Married	116	62.7
Divorced	2	1.1
Total	185	100

(Source: Field Survey, 2021)

Table 6 shows the responses of the research respondents on marital status. From the table, 67 respondents representing 36.2% states singles, 116 respondents representing 62.7% are married while the remaining 2 respondents representing 1.1 indicated divorced. Hence, the married respondents are more than any other group as indicated on the table above.

Table 7: Length of Respondents Career experience with NUC

Option	Frequency	Percentage %
Below 5 Year	44	23.8
5 – 10 Years	103	55.7
10 – 20 Years	32	17.3
21 years above	8	4.3
Total	185	100

(Source: Field Survey, 2021).

The **Table 7** shows the length of respondents' career experience with the Nigerian University Commission. The table explain that 44 respondents representing 23.8% indicated blow 5 years, 103 respondents representing 55.7% indicated 5 – 10 years, 32 respondents representing 17.3% indicated 10 -20 years while 8 respondents representing 8% indicated 21 years and above. Thus, it shows that the bulk of the respondents are 5-10 years working experience.

Table 8: Mean Responses of Respondents at the Nigerian University Commission on the Effect of Physical Fitness Programs on Employee Wellbeing

S/N	Items	SA	A	U	D	SD	N	FX	\bar{X}	Decision
1	Physical fitness programs increase the interest in work	29	93	-	13	50	185	593	3.2	Accepted
2	Physical fitness programs like sport competition improve team work.	97	82	-	2	4	185	821	4.4	Accepted
3	Participation in physical fitness programs not enhance job performance	58	91	-	34	2	185	724	3.9	Accepted
4	I am able to spend extra time on the task because of engagement in recreation and leisure activities at the work place.	93	88	-	1	3	185	822	4.4	Accepted
5	Being in top physical fitness exercise reinforces me to work harder	80	95	-	10	-	185	800	4.3	Accepted
Total	Mean								4.1	Accepted

Source: Field Survey, 2021.

Table 8 The average score obtained from the respondents' responses on the impact of physical fitness programs on staff well-being at the Nigerian University Commission is shown above. Centered on the decision rule, that if \bar{x} is below 2.5 it is considered rejected and if \bar{x} is 2.5 and above

it is considered accepted. However, all the items in the table were accepted because they score the mean score of 2.5 and the overall mean is 4.1 As a result; physical fitness programs at the Nigerian University Commission have an impact on employee well-being.

Table 9: Mean Rating of Responses of Respondents on the outcome of mental health programmes on staff wellbeing at Nigerian University Commission

S/N	Items	SA	A	U	D	SD	N	FX	\bar{X}	Decision
6	Engaging in mental fitness programs enhances me mentally.	95	60	-	21	9	185	766	4.1	Accepted
7	Mental program helps to reduce job stress.	90	85	-	5	4	185	804	4.3	Accepted
8	Mental health programs improve the level of thinking.	125	49	-	8	-	185	837	4.5	Accepted

9	Participating in the programmes makes me feel that mentally capable of fulfilling the variety of tasks	98	85	-	1	1	185	834	4.5	Accepted
10	I am mentally alert and full of energy to perform my duties and reach my targets	71	100	-	5	9	185	774	4.2	Accepted
Total	Mean								4.3	Accepted

Source: Field Survey, 2021.

Table 9 above shows the mean mark calculated from the response of the respondents on the outcome of mental health programmes on staff wellbeing at Nigerian University Commission. Founded on the decision rule, that if \bar{x} is below 2.5 it is considered rejected and if \bar{x} is 2.5 and

above it is considered accepted. However, all the items in the table were accepted because they score the mean score of 2.5 and the overall mean is 4.2 it therefore specifies how mental health programmes touches staff wellbeing at Nigerian University Commission

Table 10: Mean Rating of Responses of Respondents on the consequence of office entertainment on staff wellbeing at Nigerian University Commission

S/N	ITEMS	SA	A	U	D	SD	N	FX	\bar{X}	Decision
11	I believe it is important to interact with my colleagues and managers in recreation activities	93	88	-	1	3	185	822	4.4	Accepted
12	I enjoy bonding and sharing with my colleagues and managers in a non-formal setting	80	95	-	10	-	185	800	4.3	Accepted
13	Interacting with staff in social settings does improve my relationship with supervisors and colleagues	101	80	4	-	-	185	837	4.5	Accepted
14	Interacting with my colleagues through entertainment programmes makes me friendly and more helpful towards my colleagues and supervisors.	90	85	-	5	4	185	804	4.3	Accepted
15	I am a better team player owing to the group activities we perform in social settings.	125	49	-	8	-	185	837	4.5	Accepted
Total	Mean								4.4	Accepted

Source: Field Survey, 2021

Table 10 above shows the mean mark calculated from the response of the respondents on the outcome of office entertainment on staff wellbeing at Nigerian University Commission. From the decision rule, that if \bar{x} is below 2.5 it is considered rejected and if \bar{x} is 2.5 and above it is considered accepted. However, all the items in the table were accepted because they score the mean score of 2.5 and the overall mean is 4.4 it therefore indicates that office entertainment affects staff wellbeing at Nigerian University Commission

4.2 Hypotheses Testing

The findings of the numerous tests of hypotheses, as well as the results of the Linear Regression analysis, are shown below:

Test of Hypothesis One

H_0 : programmes on Physical fitness have no substantial impact on staff wellbeing at Nigerian University Commission.

H_i : programmes on Physical fitness have substantial

impact on staff wellbeing at Nigerian University Commission.

Table 4.2.1a: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.333 ^a	.111	.104	1.65514

a Predictors: (Constant) Bodily fitness programmes

The model summary (**Table 4.2.1a**) provides helpful information about the regression analysis. First, the 'R' column correlates amid the actually observed independent variables and the predicted dependent variable (i.e., predicted by the regression equation). 'R square' is the square of R which is known as the 'coefficient of determination'. It states the proportion (or percentage) of the (sample) variation in the reliant variable that can be attributed to the independent variable(s). Further explanation is given under the **Table 4.2.1b**.

Table 4.2.1b: Anova

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	45.354	1	45.354	16.556	.000(a)
	Residual	364.350	183	2.739		
	Total	409.704	184			

a Predictors: (Constant), programmes of physical fitness

b Dependent Variable: Employee wellbeing.

In this study 11.1% variation in physical fitness programmes. The hypothesis which stated that "physical fitness programmes has substantial effect on staff wellbeing at Nigerian University Commission" was rejected at $R = 0$

.33, $R^2 = 0.11$, $F(1, 349) = 16.556$; $p < .05$. The null hypothesis is therefore rejected. This implies that physical fitness programs at the Nigerian University Commission have a considerable impact on employee well-being.

Table 4.2.1c: Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.317	.474		-.668	.506
	PFP	.896	.109	.333	8.239	.000

a. Dependent Variable: Employee wellbeing.

The **Table 4.2.1c** revealed the degree of physical fitness programmes outcome on staff wellbeing and its level of significance. The statistical results is given as; (bodily fitness programmes $\beta = .896$; $t = .8.239$; $p > 0.05$). The statistical result implies that bodily fitness programmes is a statistically significant predictor of staff wellbeing **Eq. (2)**.

Linear Regression Model is given as $Y = a + \beta X$ (2) where Y = employee wellbeing, a = constant, βx = Coefficient of X

Therefore, employee wellbeing = $.317 + 0.896PFP$

The results in the **Table 4.2.1b**, the significance level of physical fitness programmes is less than 0.01 therefore we accept the alternative hypothesis and reject the null hypothesis. That is physical fitness programmes has significant effect on staff wellbeing at Nigerian University Commission.

Test of Hypothesis Two:

Table 4.2.2b: ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	23.825	1	23.825	17.655	.000(a)
	Residual	179.479	183	1.349		
	Total	203.304	184			

a Predictors: (Constant), Mental health programmes

b Dependent Variable: Employee wellbeing

In this study 11.7% variation in mental health programmes. The hypothesis which stated that “programmes on mental health has no noteworthy impact on staff wellbeing at Nigerian University Commission” was rejected at $R =$

H_0 : Programmes on mental health has no noteworthy impact on staff wellbeing at Nigerian University Commission.

H_1 : Programmes on mental health has noteworthy impact on staff wellbeing at Nigerian University Commission

Table 4.2.2a: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.342(a)	.117	.111	1.16166

a Predictors: (Constant), Mental health program

The model summary in **Table 4.2.2a** describes the proportion (or percentage) of the (sample) variation in the dependent variable that can be ascribed to the independent variable(s). Further explanation of the statistics is given under **Table 4.2.2b**.

Table 4.2.2c: Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.146	.243		8.833	.000
	MHP	.559	.058	.342	9.729	.000

a Dependent Variable: Employee wellbeing

Table 4.2.2c revealed the degree of which programmes on mental health impact had on staff wellbeing at Nigerian University Commission and its level of significance. The statistical results is given as; (Mental health programmes $\beta = .559$; $t = 9.729$; $p < 0.05$). The statistical result implies that programmes on mental health are statistically significant predictor of staff wellbeing at Nigerian University Commission.

Linear Regression Model is given as $Y = a + \beta X$ (3) where Y = employee wellbeing, a = constant, βx = Coefficient of X

Therefore, employee wellbeing = $2.146 + .559MHP$

Based on the results in **Table 4.2.2b**, the significant levels for programmes on mental health is less than 0.01 therefore

we accept the alternative hypothesis and reject the null hypothesis. That is, programmes on mental health have significant impact on staff wellbeing at Nigerian University Commission.

5. Conclusions and Recommendations

The study aimed to determine the impact of office recreation on the wellbeing and performance of staff. The findings showed that programmes on physical fitness and programmes on mental health had a noteworthy positive impact on staff wellbeing and performance. However, there is a positive impact of recreational activities on staff productivity of mental activities that is the institution of mental activities increases the interest in work and also it improves the manner of thinking which is helpful to give an

enhanced idea, nevertheless, the outcome shows only few organizations conduct programs on mental fitness for their workers thus organization should arrange mental fitness program for better performance.

Centered on the findings and conclusion, the researcher made the ensuing commendations:

1. To improve employee job satisfaction, employers should provide recreation facilities and activities that are appealing to employees' diverse tastes, gender, age, and other factors. This will encourage employees to participate in their favorite recreational activities.
2. Organisation should also plan and engage in recreational activities that add to the growth of employees' ability to offer effective customer service.
3. Workplace recreation activities should be planned in such a way that they benefit employees' physical and physiological well-being. This is due to the fact that happy employees are more productive and valuable to the company.

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