

# An Empirical Study on Efficiency of an Employee based on their Fitness Regime

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**Abstract:** *As the Indian workforce increases, so does its waistline. It is estimated that 35% of the adults in India are obese, with nearly 15 million children aged six and older becoming obese. With obesity come serious and chronic health problems like hypertension, diabetes, blood pressure and heart diseases.*

*Bangaloreans are faced with the challenge of trying to manage a higher cost of living that requires them to work for more hours. They have to deal with the fact that an increase in the hours they work takes time away from their daily routine like time to cook, which leads to unhealthy fast food choices and even less time or no time to exercise. This paper speaks about the impact of fitness and the outcome of the same in the daily routine of any working category.*

*This paper provides a critique of the experimental research related to the impact of the employee fitness programs on work-related variables and discusses future research directions..*

**Keywords:** Exercise, fitness, productivity and satisfaction

## I. INTRODUCTION

From an outside perspective, teaching might seem like an easy job, but the ground reality is most of the teachers deal with lots of job stress other than teaching responsibilities, and apart from that they have to be well prepared every day. There has been a popular notion that the teaching profession is at ultimate ease. Have you not experienced people babbling about the perks of being teachers, such as, getting back home early, getting extra holidays among others? However, on the contrary, the reports and surveys do not support these thoughts at all. According to the National Foundation for Educational Research (NFER) report, teachers are imposed to a greater job-related stress in comparison to other professionals.

The report further mentioned, "Although their working hours averaged over the whole year are similar to those in other professions, working intensively over fewer weeks of the year leads to a poorer work-life balance and higher stress levels among teachers.

Researches confirm that in most of the cases where physical fitness was ignored and not given importance, did result in huge disasters. In an article written by Aghop Der- Karabetian from University of La Verne California, in the Journals of business and psychology, reviles that during 1960s America had a big time economical hit due to the ill health of the working category and resulted in the fall of economy and apart from that the Government of America had to spend \$26.9 billion [5.3% of the Gross National product] and \$75 billion during 1970s [7.5% of the GNP] for the health of the working category. It is clearly evident that health and fitness are two important factors for any situation and for any individual.

### Objective of the research

- To suggest an effective working atmosphere at work.
- To create health awareness amongst the working category.



- To understand the benefits of health awareness and fitness which would directly or indirectly help in increasing the productivity.

## **II. RESEARCH METHODOLOGY**

Secondary data is collected from the internet and reviews collected on some important data on obesity.

Research papers and presentations are also considered as the secondary data to collect information to prepare this paper.

Primary data is collected form 100 responses to know about the fitness and productivity.

## **III. REVIEW OF LITERATURES**

Mansour Sharifzadeh, California State Polytechnic University Pomona, “*Does Fitness and Exercises Increase Productivity? Assessing Health, Fitness and Productivity Relationship*” conducted a survey to assess the relationship between Health, Fitness and Productivity; they got response from 328 employees and concluded that there are no significant correlations between the productivity of those who are fit and those who are not fit.

A study to measure job satisfaction, body image, and sick days for those who exercised and those who did not was conducted by Aghop Der-Karabetian, University of La erne, and Norma Gebharbp. They selected two groups from a large Southern California company. The first group participated in a physical fitness program for six months. The three variables— job satisfaction, body image, and sick days— were measured at the beginning of this program and again after six months. The second group was used as a control group, to make sure no major external factors affected the variables. They found that the employees who participated in the fitness program had a higher job satisfaction and body image, and had less sick days than the control group. They then suggested that every company should focus on employee fitness since it reduces absenteeism , and also increases morale of the employees which will increase productivity. *Effect of Physical Fitness Program in the Workplace*, Journal of Business and Psychology

Mills PR, Kessler RC, Cooper J, and Sullican S expressed in their article *Impart of a Health Promotion Program on Employee Health Risks and Work Productivity* that being part of a company’s fitness program increased productivity levels. This survey consisted of a control group and a variable group. The variable group was placed in a multi-component health promotion program which showed participants their health risks, a personalized health improvement plan, literature, and lectures focused on health improvement. Using the World Health Organization, health and work performance questionnaire they concluded that implementing a multi-component health promotion program to increase the fitness levels of its participants, would also make noticeable differences in health risks and productivity.

Wayne N. Burton MD, Katherine T. McCalister EdD, Chin-Yu Chen PhD, and Dee W. Edington PhD conducted a study *The Association of Health Status, Worksite Fitness Center Participation, and Two Measures of Productivity* in which they surveyed both people enrolled and not enrolled in a company’s fitness center , and asked questions based on their productivity in the workplace. They concluded that those employees who were not participating in their company’s fitness program reported higher loss of productivity due to time management, physical difficulty of the work, limitations of output, and overall loss of productivity than comparables of the same race, age, gender, and work location who were enrolled in their company’s fitness center.

Christopher P. Neck and Kenneth H. Cooper believe that the higher one’s fitness is, the higher their productivity will be. They mention in their article “*The fit executive: Exercise and diet guidelines for enhancing performance*”, many studies which show that fitness and work productivity are related. In one study by Frew, D. R. & Brunning that measured improved productivity and job satisfaction with enrollment in an employee exercise program, commercial real estate stock brokers who participated in an aerobics program for 12 weeks had higher sales than their comparable brokers during and after the 12-week aerobic program. Another study which looked at 56 college professors, noticed that the physically active professors were able to retain information better, as well experience slower decline in memory with age.



Paul L. Lloyd, *Lloyd & Associates* and Sandra L. Foster, *Success at Work* opined that there is a relationship between fitness and productivity only when fitness is extremely low. For example someone who is extremely obese, or someone who had severe diabetes, or even someone who had heart disease needs to worry about loss of productivity; yet someone who is slightly overweight, or is not fit will experience no loss of productivity. They suggest that lack of fitness is a major health risk and it could affect workplace productivity.

Garland Y. DeNelsky and Michael G. McKee tried to predict the job performance of individuals based on an assessment which included fitness. They had a sample of 32 government employees, to whom they gave a health assessment which predicted their individual job performance as above average, average, or below average. Their results showed that 71% of those who received an above average or average score on the assessment performed at an above average, or average level. Sixty percent of those who received a below average score on their assessment performed at a below average level. This assessment was able to predict performance better than just plain chance; *Journal of Applied Psychology* Prediction of Job Performance from Assessment Reports

Loren E Falkenberg, wrote in his article, “*Employee Fitness Programs: Their Impact on the Employee and the Organization*”, that there is not enough evidence to show that fitness increases workplace productivity at all. Falkenberg agrees that higher fitness levels do benefit body and mind in many positive ways. It has been proven that those who are fit have less depression, less stress, and less anxiety than comparable people who are not fit. There is sufficient evidence to show that fitness significantly lowers absenteeism (Cox, Shephard & Corey 1981) (Bertera 1990). The only reasoning for this drop in absenteeism that can be suggested is that fitness makes one healthier. However, although fitness is good for you, and might make you healthier, it has never been shown to affect presenteeism (productivity while working).

With all the studies that have been conducted, they still does not seem to be enough support to show that there is a strong relationship between fitness and productivity. Although the relationship can be pinpointed through small surveys and studies, other external factors such as personal differences, motivation, differences in jobs and stress could very well affect both productivity and fitness.

As these studies do not provide enough support to the claim that fitness affects productivity. There is a scope for further research work.

### **Health related issues in work place and its impact**

In the Indian working condition, we have been observing that the people start working from the age of 18, and India is one of those countries which is just above the poverty line. We have seen people losing their health on their job or even the worst part is there have been many cases of death in the workplaces. What could be the reason for such a situation? If we analyze this we would be put to shock. There are many reasons for this kind of situation in workplace. If we list out the reasons for the health issues amongst the employees, the list goes on and on.

In general, we can identify some of the health hazards like, hypertension, diabetes, blood pressure, stress, depression, mental illness and heart diseases. There are many cases where the workplaces can create more health issues like people working in manufacturing units, mines and construction industries might face accidents by which they may be permanently disabled.

Apart from these, there are many professions which can make employees life miserable. Health issues like hypertension, diabetes, blood pressure, stress, depression, mental illness and heart diseases are mainly seen in marketing and service industries. Today due to high pressure and targets in the job, work pressure on the employees, make them work for more hours and also take high level pressure which would end up in bad health.

Keeping all these aspects in mind, some of the organizations have provided the employees with basic health support, and some recreations at the workplace. Gradually people are getting awareness about the better workplace, healthy work place and also healthy working atmosphere. Today we are in a completely in a work situation where we hardly have any physical exercise. Even they physical exercise have disappeared from the fields as we have completely



upgraded ourselves and using better technology. This has resulted in better productivity, but downfall of the health and physical fitness of the people working.

Further when we enter the other part of the economy, today we see only the software industries, where all the operational aspects are computerized and there is no physical exertion. This kind of working atmosphere is creating more competition amongst the people working but it is not helping improving the competency, resulting in bad physical appearance, hair loss, gray hair, early aging, impotency, depression and the list goes on. The only solution would be fitness and better lifestyle. Here better lifestyle does not mean luxurious life style, but healthy diet, regular physical fitness, relaxation to mind and healthy relationships.

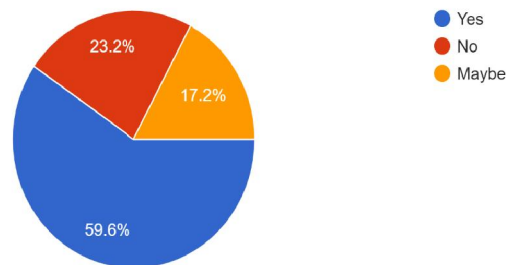
**Benefits of fitness and healthy food for better working.**

**Fitness and productivity:**

Regular exercise results in better mind set to work and better energy for extended working. As per the survey it is evident that a person who is physically fit can also be fit mentally as well, which would result in happy working atmosphere. Regular physical fitness helps in better productivity of human resources. Regular exercise keeps mindset cam and results in better workplace. Regular healthy diet with minimum fitness would result in refreshed mindset throughout the day.

Do you work out for your fitness on a daily basis

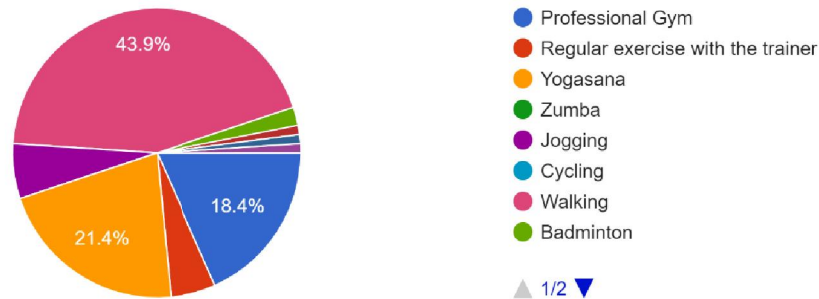
99 responses



Physical fitness helps in improved productivity which in turn enhances the profits and productivity of the organization. Regular exercise also helps in active throughout the day, and this would make the people energetic. For the purpose of this paper data has been collected from the age group between 18 to 80. Survey depicted that people prefer As per the survey conducted, people have the following preferences for their fitness, first of all 43.9% prefer to walk on a daily basis, 21.4% prefer yogasana and 18.4% prefer professional gym for their physical fitness. This reveals that compared to earlier time people are going more health conscious and prefer to keep them selves healthy with what ever facilities they have. Maximum number have preferred to walk which goes without any hindrances and without much expenditure. This survey has helped in understanding the affordability factor of working category for their better work life.

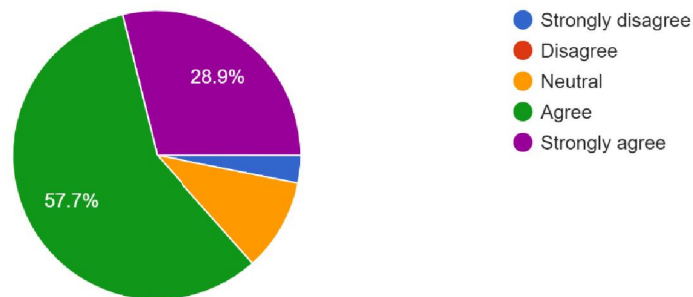


For my fitness I would prefer  
98 responses



It is evident from the survey that the people follow fitness as they would be energetic throughout the day and regular exercise keeps them healthy. It is also proven that chronic diseases like hypertension, depression and stress level have come to control due to regular and timely health checkup and exercises.

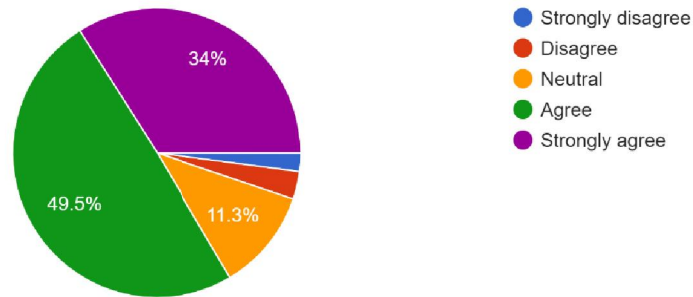
Fitness helps in keeping chronic disease away  
97 responses



Regular exercise and fitness brings better physical health and also it helps in better mental health. It is evident from the survey that regular exercise has improved many health problems and also resulted in better interpersonal relationship amongst the people in the workplace. It is also proved from the survey that the fitness is need of the hour and also helps in healthy working mind set.



Fitness is need of the hour  
97 responses



#### IV. CONCLUSION

From survey and various other studies, it is evident that for a better work life every one has to have regular exercise and fitness with routine diet. It is also evident that people prefer to have some or the other kind of physical exercise to keep themselves healthy and to be more productive in their workplace. Survey also makes it clear that to have a better work life balance it is time have healthy and fit body. For the purpose of this paper only a small area was covered to collect data, and it is proved that more than 84% people feel fitness is the most need of the hour. As authors we would prefer to conclude this paper with a note that health is wealth in today's date and to keep their wealth intact, we should keep our body and mind fit. So it is understood that regular exercise for better physics and meditation, music and some other activities can keep the mind calm resulting in better personality. A better personality would create a better working atmosphere and improve the work life balance amongst all the working category.

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